

Drag Story Hour

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Hamilt, Executive Director / CEO** (\$66,058) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Jonathan Hamilt — reported title “E.D. to 12/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

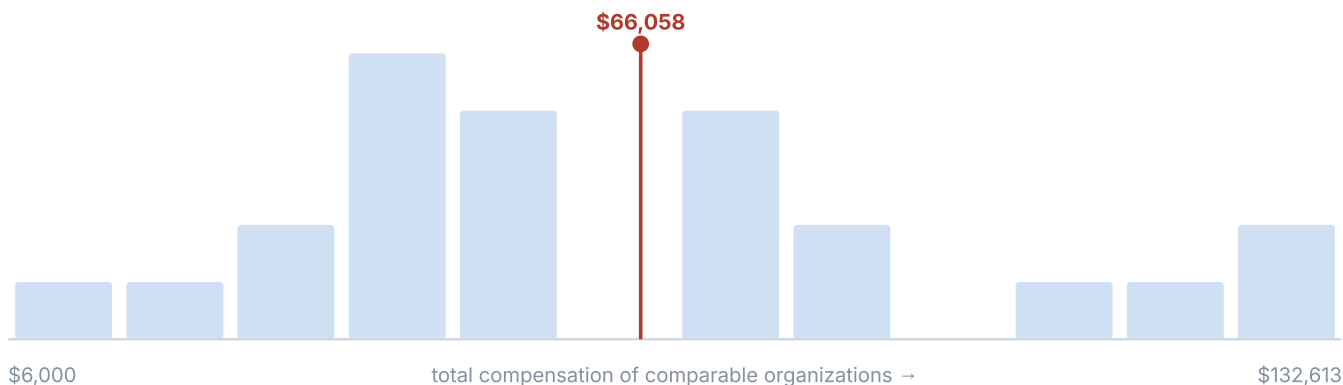
SECTOR Organizations sharing the subject's NTEE classification (A99).

BUDGET Total revenue between \$234,426 and \$524,835 — 0.67x to 1.50x the subject's \$349,890 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A99) + CA + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$32,518	\$41,607	\$52,712	\$80,855	\$118,498	\$66,058
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sol Treasures Inc	CA	\$343,778	Executive Dir.	\$83,334	\$83,334	2024
Los Angeles Indigenous Peoples' Alliance	CA	\$336,000	Director	\$6,000	\$6,000	2024
Shipyards Trust For The Arts	CA	\$321,074	President Ceo	\$118,920	\$122,433	2023
Cinestory Inc	CA	\$319,934	Executive Director	\$32,700	\$31,857	2025
D2is Foundation	CA	\$382,720	President	\$40,327	\$41,518	2023
Dance Film Sf Inc	CA	\$312,344	Interim Executive Director	\$68,950	\$70,987	2023
Demolay International 73000 Northern California	CA	\$390,765	Executive Director	\$81,946	\$84,366	2023
De Colores Arts	CA	\$393,608	Executive Director	\$132,613	\$132,613	2024
Chopsticks Alley Art	CA	\$302,349	Executive Director	\$78,375	\$78,375	2024
Vietnamese American Organization - Vao	CA	\$299,478	Executive Director	\$23,209	\$23,895	2023
Filipino American Symphony Orchestra	CA	\$299,219	Executive Director	\$71,936	\$74,061	2023
Hear Now Music Festival	CA	\$280,055	President And Artistic Direct	\$40,500	\$41,696	2023
The Society For Financial Awareness	CA	\$426,670	Coo	\$108,489	\$108,489	2024
Studio 395 Foundation	CA	\$265,130	Ceo	\$39,520	\$39,520	2024
Sutter County Parent Network	CA	\$444,405	Co-executive Director	\$56,264	\$56,264	2024
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$51,477	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women Wonder Writers	CA	\$460,237	Lead Instructor	\$42,317	\$43,567	2023
Side Street Projects	CA	\$463,757	Executive Director	\$76,076	\$76,076	2024
Drumming For Your Life Institute	CA	\$473,746	President	\$51,200	\$52,712	2023
San Francisco Classical Voice	CA	\$494,641	Exec Director	\$121,000	\$121,000	2024
Youth Outreach And Learning Institute	CA	\$497,001	Castro	\$35,160	\$35,160	2024
Better Business Bureau Serving The	CA	\$501,477	Secretary/coo	\$48,259	\$48,259	2024
Cosmos Gakuin Japanese School	CA	\$513,791	Director And President	\$48,000	\$46,763	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	23 organizations. Compensation range \$6,000–\$132,613; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$349,890); for reference, expenses \$312,461 and assets \$214,514.
ROLE MATCH	Jonathan Hamilt, reported title " <i>E.D. to 12/23</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	52 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Jonathan Hamilt) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 23 similarly situated organizations (Same NTEE sector (A99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,058 is reasonable (approximately the 57th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.