

Urban Arts Collective

Executive Director / CEO

EIN 883329587

TX · NTEE A20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jiles King, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **276** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

Benchmarked executive: Jiles King — reported title “Producing Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$155,228 and \$347,526 — 0.67x to 1.50x the subject's \$231,684 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

276 organizations qualified on sector, size, and geography → **276** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,133	\$22,419	\$39,574	\$57,251	\$71,480	\$50,000
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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 TX 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
Continuum Arts Collective	ME	\$231,432	Executive Director	\$30,000	\$30,031	2023
Maine Jewish Film Festival	ME	\$230,901	Executive Director	\$73,796	\$69,903	2025
Kente Arts Alliance	PA	\$230,244	President	\$24,000	\$23,926	2023
Allied Ceramics Art Institute	CA	\$233,412	Member At Large	\$8,279	\$7,147	2023
Ekmeles Inc	NY	\$233,616	President	\$31,675	\$28,613	2023
Arte Institute Inc	NY	\$229,498	President/treasurer	\$60,000	\$52,646	2024
Images A Festival Of The Arts Inc	FL	\$228,794	Executive Director	\$2,019	\$1,842	2024
Parallel Studios Inc	NM	\$228,761	Executive Di	\$27,720	\$29,805	2023
Mannakin Theater And Dance	CA	\$234,670	Ceo Artistic/executive Director	\$40,000	\$33,538	2024
Crested Butte Society Inc	CO	\$234,861	Executive Director	\$69,592	\$64,795	2024
Atlantic Black Box	ME	\$228,481	Executive Di	\$86,426	\$84,032	2024
Carolyn Glasoe Bailey Foundation Inc	CA	\$235,050	Executive Director	\$82,796	\$71,472	2023
Psymposia Inc	DE	\$235,243	President	\$20,000	\$19,015	2024
Voice Of The City	IL	\$228,121	Vp Of Teachi	\$36,147	\$33,617	2025
Art & Soul Oakland	CA	\$235,700	President, Ceo	\$26,000	\$22,444	2023
Mivos Quartet Performing Arts Inc	NY	\$227,496	Key Employee	\$24,938	\$22,528	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jlf Colorado	CO	\$227,467	Executive Dir.	\$28,296	\$26,346	2024
Gallery Night Of Pensacola Inc	FL	\$236,039	Director	\$43,880	\$40,027	2024
Partnership Inc	AK	\$236,483	Executive Di	\$56,040	\$53,560	2023
Community Arts & Empowerment	CA	\$236,571	Ceo	\$48,400	\$40,581	2024
Confluence Gallery And Art Center	WA	\$237,369	Executive Director	\$30,156	\$25,541	2025
701 Center For Contemporary Art	SC	\$237,911	Administrative Director	\$21,154	\$20,876	2025
Kenosha Common Markets Inc	WI	\$224,761	Executive Dir.	\$60,000	\$60,846	2024
Coronado Junior Arts League	CA	\$224,657	Chair	\$40,000	\$33,538	2024
The Peoples Conservatory	CA	\$224,549	Executive Director	\$43,732	\$42,445	2021

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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	276 organizations. Compensation range \$273–\$278,238; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$231,684); for reference, expenses \$169,410 and assets \$28,050.
ROLE MATCH	Jiles King, reported title <i>"Producing Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	62 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 (Jiles King) 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 276 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 64th 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.