

Spark Arts Ignite Learning

Executive Director / CEO

EIN 920300792

MT · NTEE A25

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sienna Solberg, Executive Director / CEO** (\$66,917) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

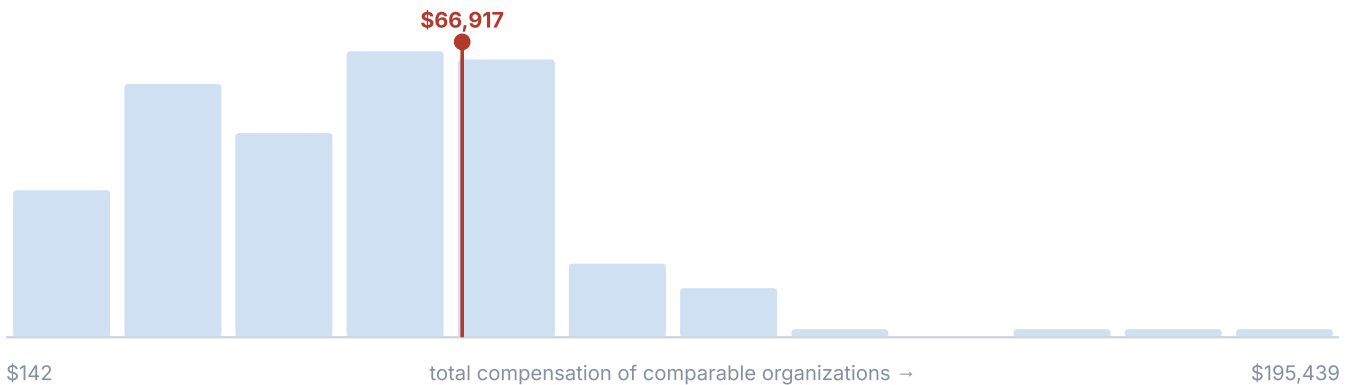
Benchmarked executive: Sienna Solberg — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$245,963 and \$550,665 — 0.67x to 1.50x the subject's \$367,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

162 organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,308	\$28,389	\$53,079	\$69,699	\$82,657	\$66,917
----------	----------	----------	----------	----------	----------



● 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 MT 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
The Arts Center At Fountain Park	SC	\$369,447	Executive Director	\$117,400	\$113,621	2024
Indiana Glass Arts Alliance Inc	IN	\$370,261	Executive Di	\$77,948	\$76,257	2024
Storyark	MN	\$363,947	Executive Di	\$70,000	\$64,167	2024
California State Band Championships	CA	\$361,770	President	\$6,000	\$4,682	2025
Tizmoret Inc	MA	\$361,017	President	\$2,000	\$1,667	2024
Art House San Clemente	CA	\$373,922	Executive Director	\$79,995	\$65,974	2023
Foluke Cultural Arts Center Inc	OH	\$375,344	Executive Director	\$41,250	\$41,728	2023
Iowa Art Works Inc	IA	\$375,444	Executive Director	\$69,487	\$70,583	2024
Arts On Alexander	TX	\$376,034	Exec & Artistic Director	\$20,000	\$18,081	2025
The Art Experience Inc	MI	\$358,089	Executive Director	\$46,165	\$44,205	2024
Thru Guidance Ministries Inc	CA	\$355,744	Executive Director	\$139,571	\$111,806	2024
Community Rejuvenation Project Inc	CA	\$355,178	President & Ceo	\$70,460	\$58,110	2023
Moezart Productions Inc	AZ	\$353,787	Presidentceo	\$20,400	\$18,201	2024
Electronic Music Education And Preservation Project	PA	\$380,726	Executive Director	\$65,000	\$60,133	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fine Art Miracles Inc	PA	\$350,924	President	\$77,420	\$71,623	2024
The Music Education Initiative	AR	\$350,517	Founder	\$96,195	\$103,272	2023
Arts For All Nevada	NV	\$384,474	Executive Director	\$67,771	\$63,020	2024
Developing Artist Collaboration	DE	\$385,868	Founder	\$48,312	\$43,885	2024
Coupeville Arts Center	WA	\$344,715	Executive Director	\$55,170	\$47,176	2023
Hogfish Maine	ME	\$340,928	Executive Director	\$3,570	\$3,316	2024
Nw Film Camp	CA	\$340,757	President	\$9,562	\$7,660	2024
Aspire Creative Arts Program	CA	\$394,076	President	\$13,033	\$10,749	2023
Salt Lake Music School Foundation	UT	\$339,397	Executive D	\$4,089	\$3,882	2024
Inclusive Arts Vermont Inc	VT	\$337,905	Executive Di	\$74,200	\$67,498	2025
Lovell Institute For The Creative Arts Inc	FL	\$336,134	Employee	\$63,000	\$56,526	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 162 organizations. Compensation range \$142–\$195,439; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$367,110); for reference, expenses \$363,659 and assets \$86,168.

ROLE MATCH	Sienna Solberg, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	70 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	67 th

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 (Sienna Solberg) 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 162 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,917 is reasonable (approximately the 70th 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.