

Umpqua Valley Arts Association

Executive Director / CEO

EIN 930594295

OR · NTEE A26Z

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Emily Brandt, Executive Director / CEO** (\$69,800) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

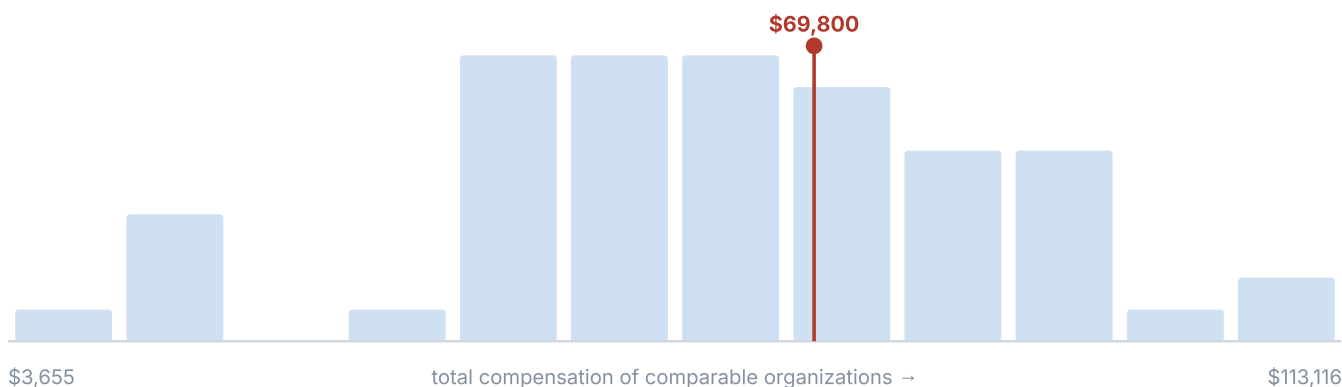
Benchmarked executive: Emily Brandt — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A26Z).
BUDGET	Total revenue between \$290,680 and \$650,778 — 0.67x to 1.50x the subject's \$433,852 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A26), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,439	\$48,043	\$63,477	\$78,433	\$90,627	\$69,800
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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 OR 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
Lancaster County Council Of The Arts	SC	\$428,114	Executive Director	\$44,000	\$49,429	2024
York Art Association Inc	PA	\$426,433	Executive Di	\$56,165	\$60,313	2024
Mclean County Arts Center	IL	\$424,947	Executive Di	\$74,000	\$78,340	2024
Empire Arts Center	ND	\$445,124	Executive Director	\$52,402	\$63,754	2023
Islip Arts Council Inc	NY	\$446,640	Executive Di	\$41,958	\$40,827	2024
Perry County Council Of The Arts	PA	\$453,838	Executitive	\$50,927	\$54,688	2024
Bare Hands Gallery Inc	AL	\$411,590	Executive Director	\$52,790	\$61,412	2024
Columbus Area Arts Council Inc	IN	\$408,144	Executive Director	\$79,423	\$90,191	2024
The Arts Council Of Pendleton Inc	OR	\$406,602	Executive Direc	\$52,800	\$54,360	2023
Athabascan Fiddlers Association	AK	\$466,579	President	\$3,550	\$3,655	2024
The Arts Council Inc	FL	\$398,339	Executive Director	\$66,018	\$66,783	2024
Charleston Artist Guild	SC	\$396,366	Business Manager/director	\$45,177	\$50,751	2024
Monroe Council Of The Arts Corporation	FL	\$395,461	Executive Director	\$91,700	\$92,763	2024
Ventura County Arts Council	CA	\$473,310	Executive Directoroperations	\$79,990	\$76,575	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Newton Cultural Alliance Inc	MA	\$391,524	Managing Director	\$50,000	\$49,812	2023
Arts Council Of Greenwood County	SC	\$390,723	Executive Di	\$51,993	\$58,408	2024
Central California Art League Inc	CA	\$390,680	Secretary	\$45,676	\$42,471	2024
Riverside Arts Council	CA	\$389,080	Secretary/exedi	\$100,000	\$90,587	2025
Newport News Public Art Foundation	VA	\$480,146	Executive Director	\$30,919	\$32,147	2024
Brooklyn Arts Music Academy	NC	\$385,194	Executive Di	\$47,480	\$51,467	2025
Haywood County Arts Council Inc	NC	\$382,460	Executive Di	\$43,270	\$48,144	2024
Greene County Council On The Arts	NY	\$486,890	Executive Director	\$73,488	\$71,507	2024
Chicago Cultural Alliance	IL	\$374,863	Executive Dir.	\$80,927	\$85,673	2024
Missoula Cultural Council	MT	\$371,037	Executive Dir.	\$78,110	\$90,666	2024
Allied Arts Of Whatcom County	WA	\$366,470	Executive Director	\$84,828	\$79,673	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 56 organizations. Compensation range \$3,655–\$113,116; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$433,852); for reference, expenses \$434,285 and assets \$698,724.

ROLE MATCH Emily Brandt, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	59 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 (Emily Brandt) 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 56 similarly situated organizations (Same NTEE sector (A26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,800 is reasonable (approximately the 59th 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.