

## 2017-2018 BUDGET QUESTION

### *Response to Request for Information*

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**DEPARTMENT:** Austin Public Health and Economic Development

**REQUEST NO.:** 48

**REQUESTED BY:** Houston

**DATE REQUESTED:** 5/26/17

**DATE POSTED:** 7/24/17

**REQUEST:** How much do the organizations that receive social services and cultural contracts from the City of Austin pay their Executive Director?

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**RESPONSE:** The following contains salary information for agencies receiving social services and cultural arts contracts. Included are executive directors and similar titles such as director, producer, and coordinator. The salary information is from the most recent IRS 990 form or self-reported from the agency. Please note the majority of cultural arts funding is used by contractors to pay for project related expenses and not necessarily annual operating budget expenses.

Economic Development Department (EDD) provides two types of support to recipients; organizational support and project support. Most contracts are for project support in which funding awarded is used for project-related expenses and not the entire operating budget of the organization. Organizational support is for large non-profit arts and cultural institutions' general operating expenditures, including both artistic and administrative expenses, directly related to their annual programming. These are categorized by project type in the table on the following pages under EDD.

City of Austin (COA) Cultural Arts funding programs do not necessarily pay for only salaries. They are considered eligible expenses, but not all contractors use funding for this purpose. Typically, COA funds are used for project related expenses such as artistic staff, venue rental, marketing, and production expenses. Additionally, cultural contractors are required to match the award. Commonly, executive director salaries are listed as part of these matching expenses. Salaries could come from COA funds, the match, a combination, or in some cases, neither.

COA funding was not used to pay for Executive Director salaries in these two examples:

- Ballet Austin received \$210,000 for organizational support. Ballet Austin's total budget is \$7.2 million. As required by contract, organizational support recipients must provide a full operating budget and list how City funds will be spent. For FY 2017, Ballet Austin used the \$210,000 award to pay salaries of the company dancers. The executive director salary of \$131,327 was included as part of their administrative expenses, but was not paid with City of Austin funds.
- Southwest Key Programs, Inc. received \$15,000 for project support for the Latino Arts Preservation Project. The City of Austin cultural arts funds were used for artistic program staff, costumes, space rental, set design, and insurance. Their total project budget was \$30,000, none of which went to pay the executive director salary of \$659,076.

The Austin Public Health Department (APH) requires all non-governmental agencies with an active grant agreement to annually submit certain documents through the Administrative & Fiscal

Review (AFR) process. Included in the AFR documentation is the IRS Form 990, which is required of agencies exempt from federal income tax. The highest compensated employees for these organizations are listed in Part VII of this form. Salary information contained in the attachment was obtained from the most recent IRS Form 990 submitted to APH. All 501(c)(3) agencies are required to publicly disclose this information.

The following table illustrates available executive director salaries by agency and department. The below definitions are to guide in interpreting the data listed in the “Annual Compensation” section of the table. First are APH’s Social Service Contracts followed by EDD’s Cultural Arts Contracts.

**Annual Compensation Definitions:**

No current AFR/990: Agency has recently begun grant agreement with Austin Public Health and annual AFR/990 has not yet been received

N/A: Salary information is unavailable since the agency is a governmental or quasi-governmental organization and does not have the same reporting requirements for AFR or IRS Form 990

New: Executive Director (ED – or President, CEO, etc.) has been hired recently and after the IRS Form 990 has been submitted to the Austin Public Health Department

IRS Form 990: Does not list any top employees' compensation

<b>Austin Public Health (Social Service Contracts)</b>	
<b>Agency</b>	<b>Annual Compensation</b>
African American Youth Harvest Foundation	\$ 172,763
Allison Orr Dance Inc.	IRS Form 990
Any Baby Can of Austin, Inc.	New
Asian American Resource Center	\$ 62,700
Austin Child Guidance Center	\$ 102,844
Austin Clubhouse, Inc.	No current AFR/990
Austin Community College	N/A
Austin Independent School District	N/A
Austin Latino/a Lesbian & Gay Organization	\$ 40,000
Austin Recovery Inc	New
Austin Revitalization Authority	No current AFR/990
Austin Tenants' Council	No current AFR/990
Austin Theatre Alliance (The)	\$ 249,580
Austin Travis County Mental Health & Mental Retardation Center	N/A
Austin Youth And Community Farm	No current AFR/990
Austin-Travis County Sobriety Center Local Government Corporation	New and no current AFR/990
Autism Society of Texas	No current AFR/990
Capital Investing in Development and Employment of Adults Inc.	\$ 78,045
Caritas of Austin	\$ 111,252
Casa Marianella	\$ 11,000
Catholic Charities of Central Texas	\$ 118,108
Central Texas Food Bank Inc.	New
Child Inc.	\$ 119,300
Communities In Schools of Central Texas	\$ 123,128
Con Mi MADRE	No current AFR/990
Council on At-Risk Youth (CARY)	IRS Form 990
Court Appointed Special Advocates of Travis County	\$ 100,643

<b>Austin Public Health (Social Service Contracts)</b>	
<b>Agency</b>	<b>Annual Compensation</b>
Creative Action	\$ 66,781
Easter Seals -- Central Texas, Inc.	\$ 193,600
Ending Community Homelessness Coalition, Inc.	\$ 85,000
Family Eldercare, Inc.	\$ 63,692
Foundation Communities Inc.	\$ 179,458
Foundation for the Homeless, Inc.	New
Front Steps, Inc.	\$ 81,071
GENaustin	\$ 91,490
Goodwill Industries of Central Texas	\$ 420,651
Helping the Aging, Needy, and Disabled Inc. (HAND)	New
Latino HealthCare Forum	New
Meals on Wheels and More, Inc.	New
Planned Parenthood of Greater Texas	\$ 372,282
River City Youth Foundation	IRS Form 990
SAHELI, INC	No current AFR/990
Salvation Army, A Georgia Corporation (The)	IRS Form 990
Samaritan Center For Counseling & Pastoral Care Inc.	New
Sickle Cell Texas Marc Thomas Foundation	\$ 72,900
Sustainable Food Center	\$ 95,000
Texas RioGrande Legal Aid Inc.	\$ 135,307
The Arc of the Capital Area	\$ 117,571
The SAFE Alliance	\$ 136,000
The University of Texas at Austin	N/A
Travis County Health & Human Services	N/A
VinCare Services of Austin Foundation	\$ 53,401
Volunteers at the Creek	\$ 77,414
WorkSource Greater Austin Area Workforce Board	New
Young Women's Christian Association of Greater Austin	New
Youth and Family Alliance	\$ 150,108

<b>Economic Development Department (Cultural Arts Contracts)</b>	
<b>Agency</b>	<b>Annual Compensation</b>
<b><i>Organizational Support Recipients</i></b>	
Austin Children's Museum (Thinkery)	\$ 125,000
Austin Classical Guitar Society	\$ 55,000
Austin Film Festiva, Inc.	\$ 150,108
Austin Lyric Opera	\$ 127,548
Austin Playhouse	\$ 58,233
Austin Symphony Orchestra	\$ 151,987
Austin Theatre Alliance (The)	\$ 249,580
Ballet Austin	\$ 131,327
Conspirare Inc	\$ 249,580
Creative Action	\$ 66,781
Film Society of Austin Inc	\$ 79,314
Greater Austin Performing Arts Center Inc. (Long Center)	\$ 309,607

## Economic Development Department (Cultural Arts Contracts)

Agency	Annual Compensation
<b>Organizational Support Recipients</b>	
Mexic-Arte Museum	\$ 55,400
One World	\$ 76,672
The Contemporary Austin Museum Inc.	\$ 306,000
Visions in Rhythm dba Tapestry Dance Company	\$ 50,031
VORTEX Repertory Co	\$ 70,000
Zachary Scott Theatre Center	\$ 147,991

<b>Project Support Recipients</b>	
allgo	\$ 40,000
Allison Orr Dance Inc. (DBA Forklift Danceworks)	\$ 60,000
Anthropos Arts	\$ 39,734
Ariel Dance Theatre	\$ 6,500
Art Alliance Austin	\$ 69,800
Austin Area Art From the Streets	\$ 27,000
Austin Celtic Assn	\$ 9,100
Austin Chamber Music Center	\$ 56,695
Austin Civic Orchestra Society	\$ 15,000
Austin Creative Alliance	\$ 39,600
Austin Gay & Lesbian Film	\$ 30,000
Austin Jazz Workshop	\$ 7,500
Austin Music Foundation	\$ 40,000
Austin School of Film DBA Motion Media Arts Center	\$ 21,653
Austin Scottish Rite Community and Children's Theater	\$ 38,250
Austin Shakespeare	\$ 62,000
Austin Symphonic Band	\$ 4,832
Austin Visual Arts Association (AVAA)	\$ 34,500
Ballet East Dance Co	\$ 16,000
Big Medium	\$ 34,937
Black Fret	\$ 40,000
Blue Lapis Light, Inc.	\$ 55,825
Center For Women & Their Work, Inc.	\$ 39,082
Cherrywood Urban Landscape and Arts League	\$ 3,900
Chorus Austin, Inc.	\$ 12,884
Cine Las Americas	\$ 21,000
Classical Guitar Alive	\$ 57,357
Co-Lab Projects	\$ 30,000
Different Stages	\$ 3,950
Ensemble VIII	\$ 4,800
Esquina Tango Cultural Society of Ausitn	\$ 19,229
Fisterra Projects	\$ 500
Fuse Box Austin	\$ 30,600
Golden Hornet Project Inc.	\$ 5,600
Great Promise for American Indians	\$ 34,000
Hispanic Alliance for the Performing Arts	\$ 54,474
HOPE Events Inc.	\$ 34,000

<b>Economic Development Department (Cultural Arts Contracts)</b>	
<b>Agency</b>	<b>Annual Compensation</b>
<b>Project Support Recipients</b>	
Hyde Park Theatre	\$ 50,816
Imagine Art	\$ 53,640
India Fine Arts, Inc.	\$ 5,000
Kathy Dunn Hamrick Dance Company Inc.	\$ 6,500
kidsActing Foundation	\$ 38,000
La Follia Austin Baroque	\$ 2,700
La Peñ̃a Inc.	\$ 30,000
Latinas Unidas Por El Arte (LUPE Arte)	\$ 16,200
Latinitas	\$ 43,200
Leap of Joy	\$ 40,000
MASS Gallery, Inc.	\$ 700
Musical Connections	\$ 10,000
Out Of Bounds Comedy Festival	\$ 4,000
POLLYANNA THEATRE COMPANY	\$ 11,200
Puerto Rican Folkloric Dance Inc.	\$ 28,281
Red Salmon Arts	\$ 78,280
Roy Lozano's Ballet Folklorico de Texas	\$ 19,101
Rude Mechanicals	\$ 30,000
Salvage Vanguard Theater	\$ 28,126
Shady Tree Studios	\$ 34,000
South Austin Museum of Popular Culture	\$ 20,000
Teatro Vivo	\$ 6,000
Texas Choral Consort	\$ 42,168
Texas Early Music Project	\$ 19,600
TEXAS FOLKLIFE RESOURCES INC.	\$ 51,000
UMLAUF Sculpture Garden & Museum	\$ 50,000
VSA arts of Texas	\$ 49,001
Writer's League of Texas	\$ 52,400
Zilker Theatre Productions	\$ 40,000
Austin Polish Society	\$ 500
Coalition of Texans with Disabilities	\$ 96,000
Conservatory Dance Theatre	\$ 16,039
Austin Dance Ensemble	\$ 1,500
Collide	\$ 4,000
Line Upon Line Percussion	\$ 2,000
Austin Poets International Inc.	\$ 500
Austin Community Steelband	\$ 28,500
American Federation of Musicians local #433	\$ 13,500
AMODA (Austin Museum of Digital Art Inc.)	\$ 1,500
Capital of Texas Public Telecommunications (KLRU): Arts in Context	\$ 185,340
Asian American Resource Center (Nonprofit)	\$ 62,700
Austin Baroque Orchestra	\$ 12,700
Austin Busker Project	\$ 2,000
Austin Civic Wind Ensemble	\$ 7,500
Austin Tango Society	\$ 1,000

<b>Economic Development Department (Cultural Arts Contracts)</b>	
<b>Agency</b>	<b>Annual Compensation</b>
<b><i>Project Support Recipients</i></b>	
Austin Summer Musical for Children	\$ 3,000
Austin Theatre Project, Inc. (ATP)	\$ 5,000
Alliance for Young Future Filmmakers	\$ 2,000
AZTLAN Dance Company	\$ 9,500
B. Iden Payne Awards Council	\$ 1,000
Beyond the Grade	\$ 2,500
Borderlands Texas Poetry Review	\$ 3,500
Buzz Productions	\$ 5,850
Black Film Collective	N/A
Capitol View Arts Programming	\$ 6,000
Capital City Men's Chorus	\$ 12,612
Chaddick Dance Theater	\$ 7,500
Classical Music For the World	\$ 13,000
Texas Education Broadcasting CO-Operative (KOOP)	\$ 58,995
Austin Chamber Ensemble	\$ 2,000
Academy of Tango Texas	N/A
Easter Seals- Central Texas Inc.	\$ 193,600
Texas Accountants & Lawyers for the Arts	\$ 27,600
Fast Forward Austin	N/A
Moving Image Arts and Education	\$ 12,500
Folklore Y Ritmos De Panama	\$ 1,000
Salon Concerts Inc.	\$ 14,500
Generous Art	\$ 1,500
Girls Rock Camp Austin	\$ 17,600
Ground Floor Theatre	\$ 500
Gilbert and Sullivan Society of Austin Texas Inc	\$ 3,500
Hidden Room Theatre	\$ 10,450
HONK!TX	N/A
Indian Classical Music Circle of Austin	\$ 1,350
Indie Meme	\$ 25,000
Inside Out Steelband	\$ 16,900
Arcos Foundation for the Arts Inc.	\$ 5,000
Texas Music Museum	\$ 4,200
La Fenice	\$ 2,400
Southwest Key Programs, Inc.	\$ 659,076
Capitol Broadcasting Association Inc. (KMFA) Listen Local	\$ 100,000
LOLA Local Opera Local Artists	\$ 2,000
Ritenuto Foundation Inc.	\$ 1,500
MINDPOP	\$ 77,918
Austin New Music Corporation	\$ 4,800
New School of Music	\$ 1,000
Amala Foundation	\$ 2,000
Knowbility	\$ 5,386
Austin Children's Choir	\$ 13,200
OUTsider Film & Arts Festival	\$ 35,000

## Economic Development Department (Cultural Arts Contracts)

Agency	Annual Compensation
<b><i>Project Support Recipients</i></b>	
Pastelegram	\$ 852
Russian Speakers Society of Austin	\$ 2,660
Lannaya Drum & Dance	\$ 15,000
Austin Script Works	\$ 25,000
Jewish Community Association of Austin (Shalom)	\$ 215,000
River City Pops	\$ 5,250
School of Indian Percussion and Music	N/A
Celtic Cultural Center	\$ 3,000
Austin Street Corner Arts Collective	\$ 600
Survive2Thrive Foundation	\$ 1,000
Tapestry Singers	\$ 17,400
Texas Nafas	\$ 7,117
The Arc of the Capital Area	\$ 117,571
Austin Creative Reuse	\$ 840
A Clever Production	\$ 2,000
The Texas Observer	\$ 57,500
TILT	\$ 5,000
Travis Heights Art Trail	\$ 1,000
Unlisted Projects	\$ 4,800
Groundwork Music Project	\$ 32,848
Women in Jazz Association	\$ 1,775
Womens Community Center of Central Texas	\$ 23,122
World African Music and Arts Festival	\$ 500
Corpocrite	\$ 300
Dance Waterloo	\$ 100
Austin Angers Creative	\$ 500
Austin Urban Hip Hop Night	\$ 2,000
Cap City Cares	\$ 2,000
Caribbean Day Festival	\$ 2,000
Austin Chinese Choir	\$ 6,000
Texas Juggling Society	\$ 600
Lone Star Lambdas	\$ 1,000
Groundswell theatre	\$ 200
Waller Creek Conservancy	\$ 12,933
Jump On It	\$ 15,000
Local Economies Council	\$ 2,125
Lights. Camera. Help.	\$ 5,000
GO Workshop	\$ 1,500
Austin Museum Partnership Inc	\$ 1,320
Outreach Productions	\$ 1,200
African American Cultural Heritage District (Six Square)	\$ 56,250
Austin Caribbean Cultural Exchange	N/A
Dance Africa Fest	\$ 6,000
Eastside Kings Blues Festival	\$ 1,000