

J Austin White Cultural Center Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Vetrano, Executive Director / CEO** (\$46,500) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Stephanie Vetrano — 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 (A20).

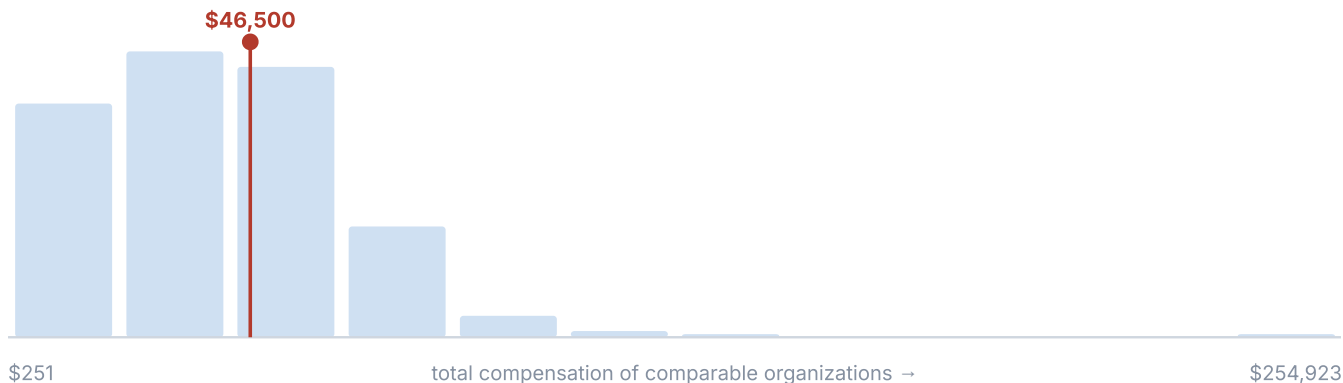
BUDGET Total revenue between \$180,874 and \$404,943 — 0.67x to 1.50x the subject's \$269,962 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

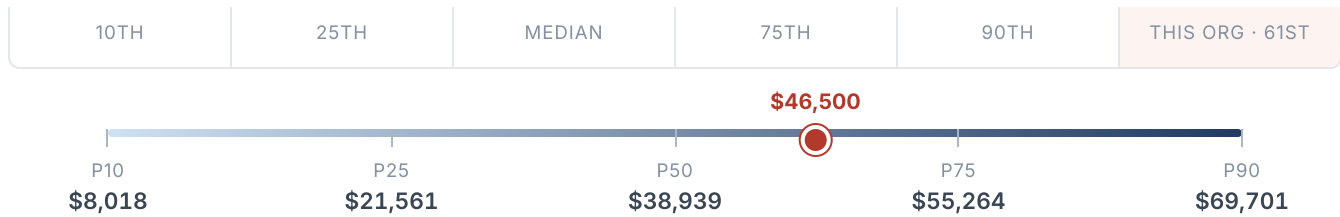
304 organizations qualified on sector, size, and geography

→ **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,018	\$21,561	\$38,939	\$55,264	\$69,701	\$46,500
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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 AR 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
Northen Culture Exchange	AK	\$269,815	Secretarydired	\$41,500	\$36,340	2023
Englewood Cultural Arts Center	CO	\$269,096	Executive Dir.	\$24,000	\$20,473	2024
Youth Art Team	IA	\$270,875	Executive Director	\$91,450	\$89,081	2024
Stove Works	TN	\$268,772	Executive Director	\$6,000	\$5,776	2023
A Blade Of Grass Fund	NY	\$268,734	Interim Executive Director	\$111,932	\$92,640	2023
Can Foundation	VA	\$268,491	Treasurer	\$620	\$548	2023
Museum Of Contemporary Art Santa Barbara	CA	\$267,953	Executive Director	\$48,038	\$36,903	2024
Ely Folk School	MN	\$267,705	Program Director	\$40,165	\$36,350	2023
Big Medium	TX	\$272,568	Executive Director	\$88,723	\$78,956	2024
Arts Longview	TX	\$266,310	Executive Director	\$52,597	\$46,807	2024
Dulce Upfront Labs	CA	\$265,904	Co-director	\$44,316	\$34,044	2024
San Francisco International Arts Festival Inc	CA	\$265,801	President, Executive Director	\$70,000	\$53,774	2024
Godfrey Daniels	PA	\$274,421	Executive Director	\$40,000	\$35,487	2024
Immersive Arts Alliance	CA	\$264,651	Exec Directo	\$24,500	\$19,377	2023
Orion Art Center	MI	\$275,474	Executive Di	\$53,309	\$48,951	2024
Carnegie Visual Arts Center Inc	AL	\$264,371	Executive Di	\$44,000	\$42,289	2024
Pasacat Inc	CA	\$264,275	Executive Director Administra	\$5,700	\$4,508	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of The Chief Foundation Inc	CO	\$275,989	Executive Director	\$9,500	\$9,381	2021
Boston Art Review Inc	MA	\$276,312	President	\$74,906	\$59,883	2024
Rhode Island Black Storytellers	RI	\$263,583	Executive Director	\$60,643	\$51,732	2024
People And Stories Gente Y Cuentos	NJ	\$276,496	Exec. Direct	\$69,731	\$55,388	2024
Next Edge Arts Inc	NY	\$277,332	Artistic Dir	\$10,250	\$8,484	2023
Meetinghouse Arts	ME	\$277,723	Executive Director	\$50,000	\$44,542	2024
Que-os	NC	\$261,808	Executive Director	\$79,186	\$70,914	2025
Rockport Cultural Arts District	TX	\$261,701	Executive Director	\$76,000	\$69,632	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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 304 organizations. Compensation range \$251–\$254,923; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$269,962); for reference, expenses \$304,253 and assets \$2,508,805.

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

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	61 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	61 st
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 (Stephanie Vetrano) 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 304 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,500 is reasonable (approximately the 61st 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.