

# Pentangle Council On The Arts

Executive Director / CEO

EIN 030237947

VT · NTEE A610

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alita Wilson, Executive Director / CEO** (\$65,772) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Alita Wilson — 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 (A610).

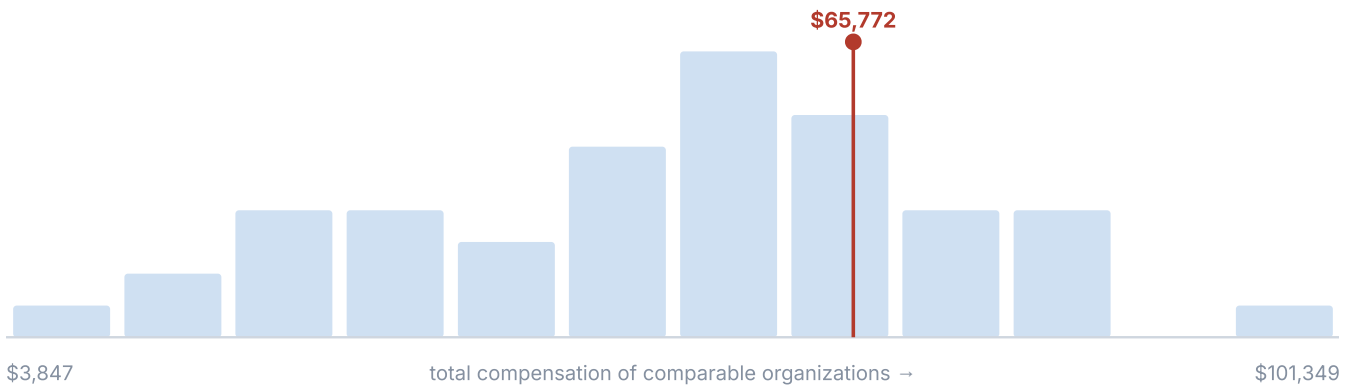
**BUDGET** Total revenue between \$287,227 and \$643,047 — 0.67x to 1.50x the subject's \$428,698 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A61), nationwide + budget 0.67–1.5x revenue.

**45** organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$25,397	\$38,709	\$55,731	\$67,347	\$75,385	\$65,772
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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 VT 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
<a href="#">Links Hall Inc</a>	IL	\$429,725	Executive Director	\$75,935	<b>\$72,258</b>	2025
<a href="#">Methuen Memorial Music Hall Inc</a>	MA	\$426,660	Executive Dir.	\$75,000	<b>\$66,959</b>	2024
<a href="#">Theater Alliance Of Washington Dc</a>	DC	\$421,630	Executive Dir.	\$34,941	<b>\$30,463</b>	2024
<a href="#">Hancock County Auditorium Associates</a>	ME	\$443,154	Exec Director	\$68,072	<b>\$69,722</b>	2023
<a href="#">Arca Images Inc</a>	FL	\$446,523	President/treasurer	\$72,000	<b>\$67,200</b>	2024
<a href="#">Inner Arbor Trust Inc</a>	MD	\$448,267	President Ceo	\$60,000	<b>\$55,731</b>	2024
<a href="#">A Magical Journey Thru Stages Inc</a>	NY	\$466,527	Executive Director	\$57,292	<b>\$51,435</b>	2024
<a href="#">Open Eye Theatre</a>	MN	\$388,300	Executive Dir.	\$79,040	<b>\$77,594</b>	2024
<a href="#">Wild Project Productions Inc</a>	NY	\$469,319	Secretary/producing Director	\$28,080	<b>\$25,209</b>	2024
<a href="#">Lucas Theatre For The Arts Inc</a>	GA	\$382,223	President	\$51,466	<b>\$52,931</b>	2023
<a href="#">Auburn State Theatre Incorporated</a>	CA	\$377,695	Board Member	\$34,220	<b>\$28,601</b>	2025
<a href="#">Southeast Community Cultural Center Inc</a>	GA	\$377,395	Board Member	\$42,000	<b>\$41,957</b>	2024
<a href="#">The Lyric Council Inc</a>	VA	\$376,411	Executive Director (Current)	\$41,789	<b>\$41,271</b>	2023
<a href="#">Sacramento Comedy Spot</a>	CA	\$375,894	Executive Dir.	\$64,480	<b>\$56,952</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Berkeley Art Center Association</a>	CA	\$368,725	Executive Dir.	\$66,107	<b>\$56,713</b>	2024
<a href="#">Bas Melech Performing Arts Center Inc</a>	MD	\$367,473	President & Ceo	\$81,250	<b>\$77,698</b>	2023
<a href="#">Serendipity Theatre Company</a>	IL	\$491,454	Artist Director	\$70,797	<b>\$69,151</b>	2024
<a href="#">Ironwood Theatre Inc</a>	MI	\$492,096	Theatre Manager	\$53,333	<b>\$54,692</b>	2024
<a href="#">Knox Partnership For Arts And</a>	OH	\$364,326	Managing Director	\$54,276	<b>\$58,801</b>	2023
<a href="#">Gunston Hall Foundation</a>	VA	\$359,689	Executive Director	\$29,312	<b>\$28,119</b>	2024
<a href="#">Horton Plaza Theatres Foundation</a>	CA	\$356,435	Executive Director	\$77,000	<b>\$66,059</b>	2024
<a href="#">Playhouse 46 Inc</a>	NY	\$353,103	Executive Director	\$65,000	<b>\$60,079</b>	2023
<a href="#">Bradford Creative And Performing</a>	PA	\$351,455	Executive Dir.	\$64,654	<b>\$62,406</b>	2025
<a href="#">Renaissance Art Center Inc</a>	ID	\$505,996	Executive Director	\$48,000	<b>\$49,423</b>	2025
<a href="#">Partners For The Pac</a>	OR	\$330,400	Executive Director	\$13,650	<b>\$12,594</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **45** organizations. Compensation range \$3,847–\$101,349; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$428,698); for reference, expenses \$508,513 and assets \$499,338.

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

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	60 <sup>th</sup>

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 (Alita Wilson) 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 45 similarly situated organizations (Same NTEE sector (A61), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,772 is reasonable (approximately the 67<sup>th</sup> 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.