

# Allegheny Riverstone Center For The

Executive Director / CEO

EIN 201137318

PA · NTEE A25

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Soroka, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** John Soroka — 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).

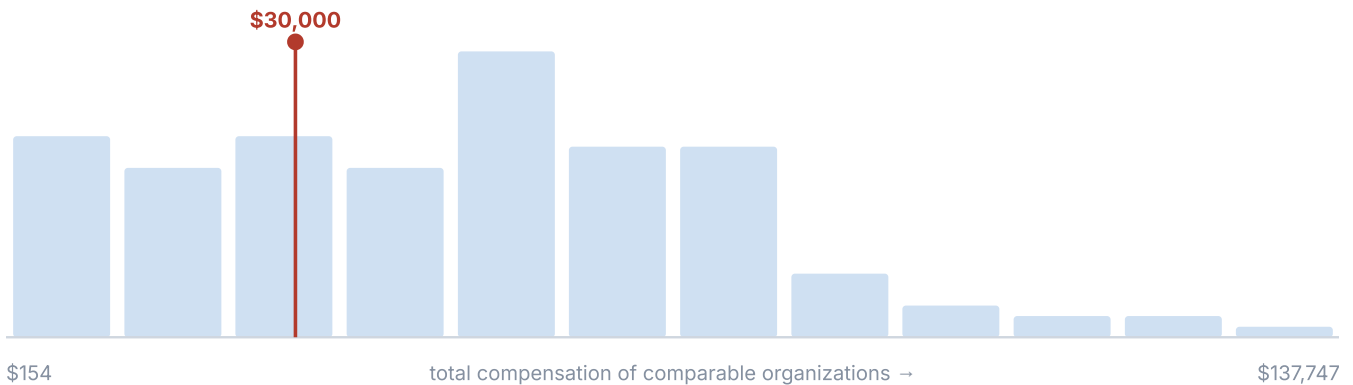
**BUDGET** Total revenue between \$186,944 and \$418,533 — 0.67x to 1.50x the subject's \$279,022 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

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

→ **147** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,232

\$25,082

\$47,436

\$64,707

\$78,567

**\$30,000**



## ■ 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 PA 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="#">Arts Gowanus Inc</a>	NY	\$276,709	Executive Director	\$109,928	<b>\$99,609</b>	2024
<a href="#">Junior High Incorporated</a>	CA	\$281,645	Executive Director	\$32,000	<b>\$27,709</b>	2024
<a href="#">West Texas Conservatory</a>	TX	\$283,329	President	\$46,928	<b>\$48,463</b>	2023
<a href="#">Lancaster Creative Factory</a>	PA	\$284,765	Executive Director	\$25,000	<b>\$25,738</b>	2023
<a href="#">Center For Architecture And Design</a>	CA	\$285,759	Executive Director	\$11,142	<b>\$9,933</b>	2023
<a href="#">San Francisco Writers Conference</a>	CA	\$286,328	President	\$18,000	<b>\$15,586</b>	2024
<a href="#">Bas Fisher Invitational</a>	FL	\$271,264	Director & P	\$50,000	<b>\$47,101</b>	2024
<a href="#">Aya Art Co</a>	CA	\$270,714	Officer	\$275	<b>\$245</b>	2023
<a href="#">Northville Art House Inc</a>	MI	\$287,460	Executive Di	\$70,000	<b>\$72,452</b>	2024
<a href="#">Manship Artist Residence And Studios Inc</a>	MA	\$287,794	President	\$38,000	<b>\$35,253</b>	2023
<a href="#">Creative Arts For Kids Inc</a>	MA	\$270,140	Executive Di	\$57,505	<b>\$50,483</b>	2025
<a href="#">Center For Visual Artists Greensboro Inc</a>	NC	\$269,043	Director Of Operations	\$35,750	<b>\$37,042</b>	2024
<a href="#">Advocacy For The Visual Arts Inc</a>	WY	\$268,504	Executive Di	\$58,000	<b>\$64,119</b>	2023
<a href="#">Chris Babcock Art Prep</a>	CA	\$267,281	President	\$64,835	<b>\$56,140</b>	2024
<a href="#">Mountain Time Arts</a>	MT	\$266,610	Executive Dir.	\$86,068	<b>\$95,781</b>	2023
<a href="#">Union Hall</a>	CO	\$292,190	Executive Di	\$52,832	<b>\$50,800</b>	2024
<a href="#">Professional Artistic Research Projects</a>	OH	\$265,853	Executive Director	\$42,000	<b>\$44,608</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Northeast Iowa School Of Music</a>	IA	\$292,244	Board Member	\$144	<b>\$154</b>	2025
<a href="#">Academy Of Music Outreach</a>	CA	\$265,455	Executive Director	\$84,000	<b>\$74,884</b>	2023
<a href="#">Little Eagle Arts Foundation</a>	WI	\$293,631	Executive Director	\$32,280	<b>\$33,806</b>	2024
<a href="#">Community Center For The Arts</a>	IL	\$293,638	President, Executive Director	\$25,016	<b>\$24,662</b>	2024
<a href="#">Embracing Our Differences</a>	MI	\$294,840	Secretary	\$25,440	<b>\$27,109</b>	2023
<a href="#">Cape Ann Art Haven Inc</a>	MA	\$294,868	Executive Director/treasurer	\$60,000	<b>\$55,663</b>	2023
<a href="#">Aspireconservatory Of Fine &amp; Performing Arts Inc</a>	KY	\$295,157	Treasurer	\$47,709	<b>\$52,917</b>	2023
<a href="#">Southwest Music Education Association</a>	CA	\$262,512	President	\$6,000	<b>\$5,061</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	<b>147</b> organizations. Compensation range \$154–\$137,747; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$279,022); for reference, expenses \$212,682 and assets \$274,798.
ROLE MATCH	John Soroka, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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.

**OUTLIERS** 1 peer 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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	29 <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 (John Soroka) 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 147 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 31<sup>st</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.