

Randolph County Community Arts Council

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dani Cade, Executive Director / CEO** (\$51,156) against **every comparable organization** that fit the selection criteria — **1807** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

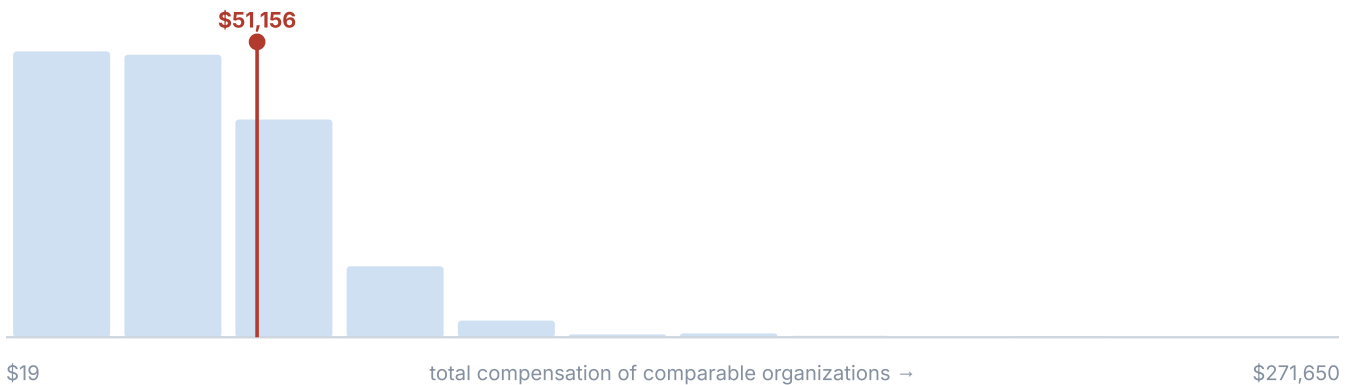
Benchmarked executive: Dani Cade — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A51).
BUDGET	Total revenue between \$123,115 and \$275,631 — 0.67x to 1.50x the subject's \$183,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,807 organizations qualified on sector, size, and geography → **1,807** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,583	\$17,004	\$35,088	\$52,873	\$69,786	\$51,156
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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 WV 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
American Hungarian Foundation	NJ	\$183,773	Executive Director	\$79,895	\$67,625	2024
India Childrens Press	CA	\$183,719	Ceo	\$55,000	\$46,354	2023
United Abolitionists	FL	\$183,687	President	\$37,491	\$33,389	2024
Roots Of American Music	OH	\$183,683	Executive Di	\$70,000	\$70,287	2024
Orlando Community Arts Inc	FL	\$183,943	President	\$13,500	\$12,378	2023
Southeast Texas Arts Council Inc	TX	\$183,951	Exec Directo	\$50,000	\$48,816	2023
Santa Monica Conservancy	CA	\$183,514	Executive Director	\$94,500	\$77,359	2024
Second's New Vision And Outreach Ministries	MI	\$184,006	Board Member	\$9,450	\$9,247	2024
Danceworks Chicago Inc Nfp	IL	\$183,426	Executive Dir.	\$62,246	\$56,519	2025
Media Ecosystems Analysis	MA	\$184,241	President &	\$126,160	\$110,651	2023
Century Chinese Language School Of	MA	\$183,265	Principal	\$5,198	\$4,314	2025
Ceny Centro Educativo Inc	NY	\$184,251	Secretary	\$12,000	\$10,280	2024
Tualatin Valley Creates	OR	\$183,224	Executive Director	\$47,578	\$41,887	2024
Boheme Opera Company Inc	NJ	\$183,196	Managing Dir	\$14,400	\$12,189	2024
Folk School Of Fayetteville Inc	AR	\$184,466	Officer	\$11,400	\$12,507	2023
Museum Of Ashe County History Inc	NC	\$184,476	Administrator	\$36,541	\$35,794	2024
Cahiers D'art Institute	NY	\$184,633	Secretary And Treasurer	\$20,000	\$17,133	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Walt Disney Hometown Museum	MO	\$182,848	Director	\$12,000	\$12,050	2024
Eleventh Hour Prayer Network Inc	AZ	\$184,686	President	\$297,950	\$271,650	2024
Lex America Inc	MA	\$182,807	Executive Director	\$91,339	\$77,812	2024
Razorcake Gorsky Press Inc	CA	\$184,734	Exec Directo	\$12,028	\$10,137	2023
Eubie Blake National Jazz Institute & Cultural Center	MD	\$182,763	Executive Director	\$3,350	\$3,057	2023
Origin Theatre Company Inc	NY	\$184,758	Artistic Dir	\$67,500	\$59,532	2023
Texas Wendish Heritage Society Inc	TX	\$182,746	Executive Director	\$20,479	\$19,994	2023
The Mountain Artists Guild Inc	AZ	\$184,868	Executive Dir.	\$31,701	\$29,757	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV cost of living and 2025 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 WV 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	1807 organizations. Compensation range \$19–\$271,650; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$183,754); for reference, expenses \$178,864 and assets \$1,280,254.
ROLE MATCH	Dani Cade, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 29 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	73 rd
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	70 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 (Dani Cade) 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 1807 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,156 is reasonable (approximately the 73rd 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.