

St Johns County Center For The

Executive Director / CEO

EIN 263301743

FL · NTEE A20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **A Romeo Adcock, Executive Director / CEO** (\$300) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

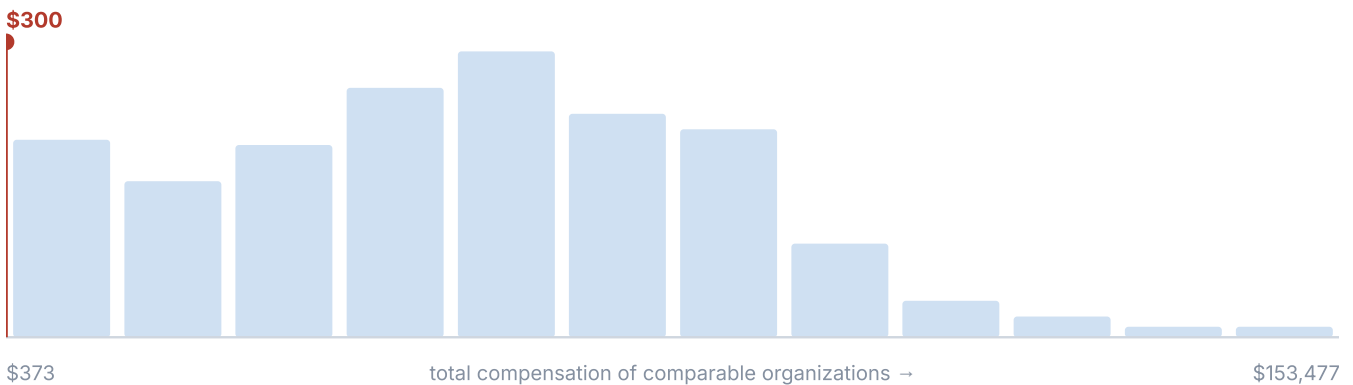
Benchmarked executive: A Romeo Adcock — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$226,898 and \$507,981 — 0.67x to 1.50x the subject's \$338,654 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,710	\$30,849	\$54,581	\$73,873	\$89,475	\$300
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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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 FL 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
Knotty Luxe Arts Foundation	IL	\$338,670	President	\$79,333	\$85,475	2023
Fu Xing College	CA	\$339,136	Ceo	\$43,000	\$38,506	2025
Public Space One	IA	\$339,159	Executive Director	\$30,000	\$35,999	2023
Kik Ka'eaikahelani Inc	HI	\$338,083	President	\$17,000	\$16,202	2024
Mitchell Street Arts Collaborative Incorporated	WI	\$337,644	Executive Director	\$33,860	\$38,754	2023
The Association For Cultural Equity Inc	NY	\$337,589	Executive Director	\$68,436	\$65,828	2024
The Black School Inc	LA	\$339,733	President	\$80,000	\$96,541	2023
Adopt The Arts Foundation	CA	\$337,393	Co-exe Director	\$84,000	\$77,211	2024
Origami Usa Inc	NY	\$337,288	President	\$30,000	\$28,857	2024
Cheltenham Township Art Centre	PA	\$341,383	Ex. Director	\$50,000	\$53,077	2024
Castroville Artichoke Festival Inc	CA	\$341,383	Executive Di	\$42,405	\$38,978	2024
Augusta Westobou Festival Inc	GA	\$342,121	Executive Director	\$65,100	\$69,678	2024
American Impressionist Society Inc	NE	\$342,717	Treasurer	\$7,796	\$8,926	2024
Plataforma Eje Inc	PR	\$342,888	Executive Director	\$28,154	\$28,154	2024
Babes Fest Inc	TX	\$343,025	Founding Executive Director	\$57,600	\$63,145	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Anto Cultural Arts	TX	\$333,818	Executive Dir.	\$61,799	\$65,804	2024
Pharos The International Photo Archives Association	NY	\$343,867	Executive Director	\$33,405	\$33,082	2023
Aguilas	CA	\$333,217	Executive Di	\$41,845	\$38,463	2024
Ann Arbor Street Art Fair Inc	MI	\$332,538	Executive Director	\$76,981	\$87,080	2023
Make Studio Art Program Inc	MD	\$331,736	Studio Manager	\$36,312	\$37,205	2023
Hope Creates	MO	\$345,689	Executive Director	\$60,005	\$67,653	2024
The Leela Institute	CA	\$331,609	Ceo	\$85,750	\$78,820	2024
The Community Festival	OH	\$345,764	Treasurer	\$3,000	\$3,483	2023
Opening Night Theater Inc	CA	\$331,424	Director	\$54,000	\$49,636	2024
4c Lab	CA	\$331,133	Executive Artistic Director	\$65,611	\$62,090	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	324 organizations. Compensation range \$373–\$153,477; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$338,654); for reference, expenses \$319,782 and assets \$31,805.
ROLE MATCH	A Romeo Adcock, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	0 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 (A Romeo Adcock) 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 324 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$300 is reasonable (approximately the 0th 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.