

Saline County Ag Society Inc

Executive Director / CEO

EIN 470667610

NE · NTEE A20

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Bryce Horak, Executive Director / CEO** (\$3,125) 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 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Bryce Horak — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A20).

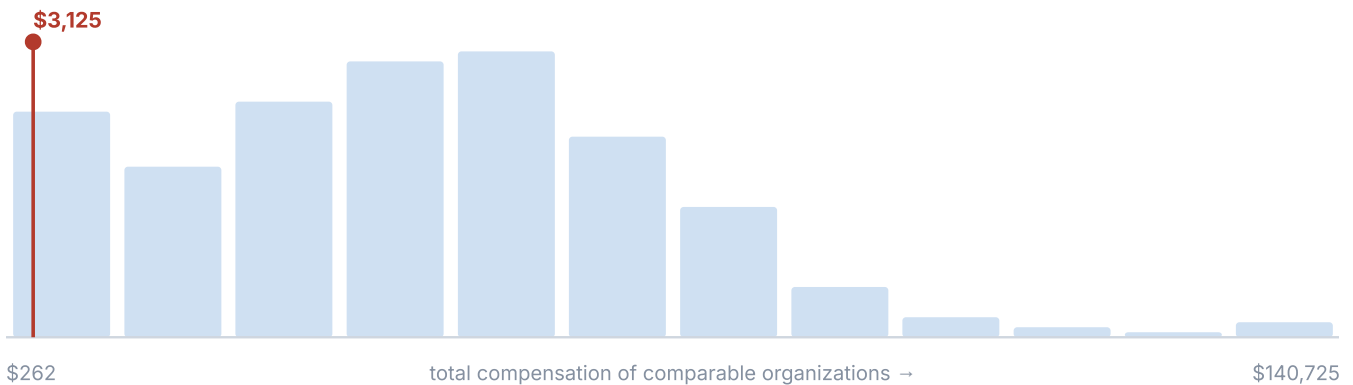
BUDGET Total revenue between \$199,610 and \$446,889 — 0.67x to 1.50x the subject's \$297,926 (the band tightens as size grows).

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

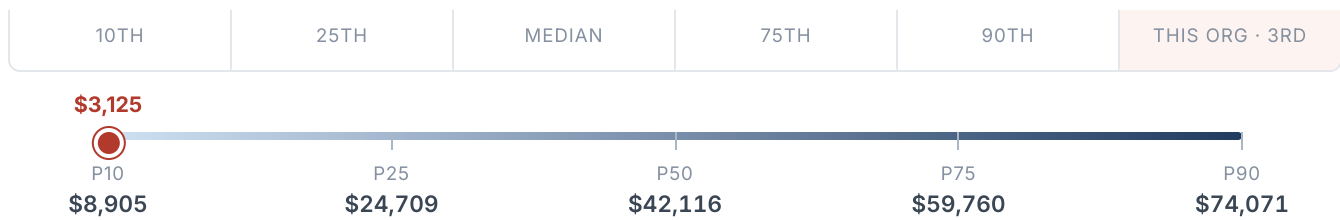
324 organizations qualified on sector, size, and geography

→ **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,905	\$24,709	\$42,116	\$59,760	\$74,071	\$3,125
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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 NE 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
Springfield Contemporary Theatre Inc	MO	\$297,882	President	\$6,000	\$5,756	2025
The Bridge Pai	VA	\$299,056	Chief Execut	\$58,731	\$52,724	2024
Venture Lititz Inc	PA	\$296,445	Executive Director	\$65,531	\$60,759	2024
Sones De Mexico Ensemble	IL	\$296,215	Executive Dir.	\$40,000	\$37,642	2023
Funoon	NY	\$295,886	Executive Director	\$75,556	\$65,353	2023
Center For International Performance & Exhibition	IL	\$295,759	Executive Director	\$27,202	\$24,864	2024
Ballet Of York County	SC	\$295,261	Artistic /Studio Director	\$52,738	\$51,154	2024
Bloomington Creative Glass Center Inc	IN	\$300,843	President	\$23,404	\$23,625	2023
Buffalo Institute For Contemporary Art	NY	\$301,221	Part Time Executive Director	\$12,000	\$10,379	2023
Continuo Arts Foundation Inc	NJ	\$302,133	Executive Director	\$62,000	\$51,467	2024
Newaygo County Council For The Arts Inc	MI	\$293,520	Executive Director	\$45,497	\$43,662	2024
Smoke & Barrel Inc	LA	\$302,839	Director	\$12,000	\$12,285	2024
International Focus Inc	NC	\$303,451	Executive Director	\$69,207	\$68,449	2023
El Ballet Folklorico Estudiantil	MI	\$303,518	Director	\$7,200	\$6,910	2024
Kc Fringe Festival Inc	MO	\$291,863	Executive Director	\$50,014	\$49,251	2024
Emerge Cda Inc	ID	\$291,699	Executive Director	\$41,358	\$40,906	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nashville Arcade Arts Program Inc	TN	\$304,478	Executive Director	\$80,325	\$78,501	2024
Day Eight	DC	\$304,981	President	\$83,000	\$67,718	2024
Hispanic Connection Of Southern Indiana Inc	IN	\$290,832	President	\$42,016	\$41,196	2024
Kindred Arts Inc	NY	\$305,052	Executive Director	\$11,750	\$10,163	2023
Western Ny Book Arts Collaborative Inc	NY	\$289,491	Executive Dir.	\$53,000	\$45,843	2023
Creative Nomads Ltd	MD	\$306,365	Executive Director	\$79,600	\$71,234	2023
Studio Ace	CA	\$289,356	Director	\$50,000	\$41,328	2023
Wham Art Association	AZ	\$306,863	Executive Dir.	\$49,940	\$45,973	2023
Berwin Art Education Center	NJ	\$288,494	President	\$63,000	\$53,842	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 \$262–\$140,725; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$297,926); for reference, expenses \$294,075 and assets \$167,323.
ROLE MATCH	Bryce Horak, reported title " <i>PRESIDENT</i> ", 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 5 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	3 rd

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 (Bryce Horak) 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 \$3,125 is reasonable (approximately the 3rd 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.