

Bayou Regional Arts Council

Executive Director / CEO

EIN 474553554

LA · NTEE A26

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Eugenia Ardoin, Executive Director / CEO** (\$62,615) against **every comparable organization** that fit the selection criteria — **62** 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: Eugenia Ardoin — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A26).

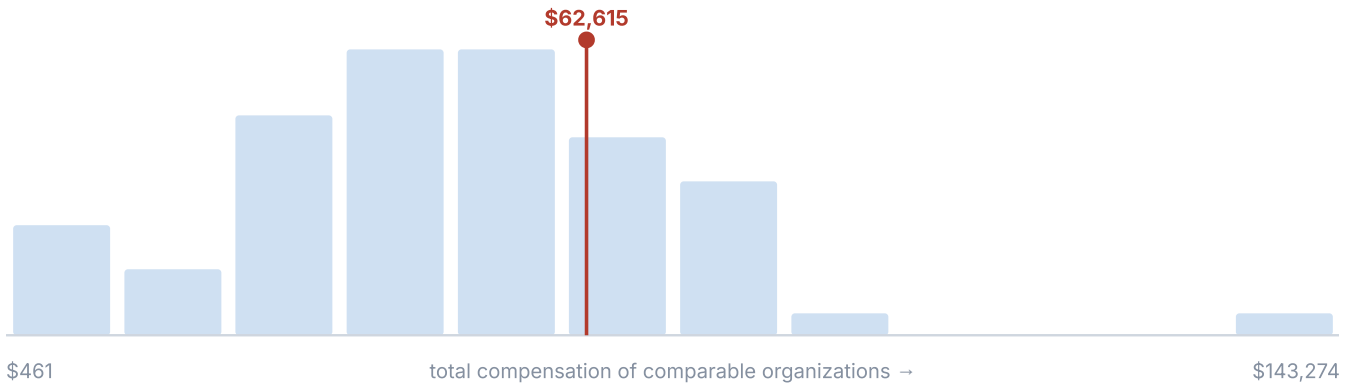
BUDGET Total revenue between \$211,813 and \$474,208 — 0.67x to 1.50x the subject's \$316,139 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A26), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography

→ **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,633	\$35,802	\$47,585	\$64,137	\$76,207	\$62,615
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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 LA 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
Humboldt Arts Council Inc	CA	\$316,093	Executive Director	\$71,267	\$55,887	2024
West Valley Arts Council	AZ	\$315,816	Executive Di	\$70,000	\$62,944	2023
Milwaukee Artist Resource Network	WI	\$315,569	Executive Director	\$16,077	\$15,248	2024
The Branson Arts Council Inc	MO	\$308,013	Executive Director	\$11,250	\$10,821	2024
Greenwich Arts Council Inc	CT	\$328,339	Executive Di	\$115,000	\$95,398	2025
Cultureworks	MI	\$298,348	Executive Di	\$61,257	\$55,940	2025
Queen Anne's County Arts Council	MD	\$297,108	Executive Director	\$71,726	\$60,898	2024
Iredell Arts Council Inc	NC	\$336,389	Executive Di	\$36,607	\$34,351	2024
Golden Isles Arts & Humanities	GA	\$293,185	Executive Dir.	\$42,508	\$38,815	2024
Kodiak Baranof Productions Inc	AK	\$343,839	Exec Director	\$53,158	\$46,154	2024
Craftnow Philadelphia	PA	\$345,464	Executive Director	\$90,913	\$82,335	2024
Vox Populi Inc	PA	\$345,512	Executive Di	\$59,367	\$55,354	2023
Holland Area Arts Council	MI	\$346,762	Secretary	\$15,538	\$14,565	2024
Barn Arts Center For The Arts Company	VT	\$283,488	Executive Director	\$69,010	\$64,943	2023
Lexington County Arts Association	SC	\$283,341	President	\$500	\$461	2025
Greater Denton Arts Council Inc	TX	\$351,567	Director	\$71,000	\$66,404	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arts Council Napa Valley	CA	\$278,573	Ceo/president	\$97,200	\$76,223	2024
Eastern Oregon Regional Arts Council	OR	\$354,565	Executive Director	\$42,444	\$35,796	2024
Tioga County Council On The Arts Inc	NY	\$276,999	Executive Dir.	\$41,892	\$34,378	2024
Arts Council Of South Wood County	WI	\$275,457	Executive Director	\$50,000	\$46,200	2025
Bossier Arts Council	LA	\$357,335	Executive Di	\$34,833	\$35,862	2023
The Stelae Inc	FL	\$272,281	Vice Preside	\$1,599	\$1,364	2024
The Crossing Arts Alliance	MN	\$271,075	Executive Director	\$55,000	\$49,355	2024
Arts Council Of Mendocino County	CA	\$266,842	Executive Direc	\$68,330	\$55,166	2023
Dona Ana Arts Council	NM	\$266,004	Executive Director	\$33,346	\$33,533	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 62 organizations. Compensation range \$461–\$143,274; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$316,139); for reference, expenses \$137,495 and assets \$351,334. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Eugenia Ardoin, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	73 rd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	73 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 (Eugenia Ardoin) 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 62 similarly situated organizations (Same NTEE sector (A26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,615 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.