

Columbia Festival Inc

Executive Director / CEO

EIN 521599803
 MD · NTEE A200
 FY ending 2024-07-31
June 9, 2026

This analysis benchmarks the total compensation of **Kiera Gillock, Executive Director / CEO** (\$60,394) against **every comparable organization** that fit the selection criteria — **295** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

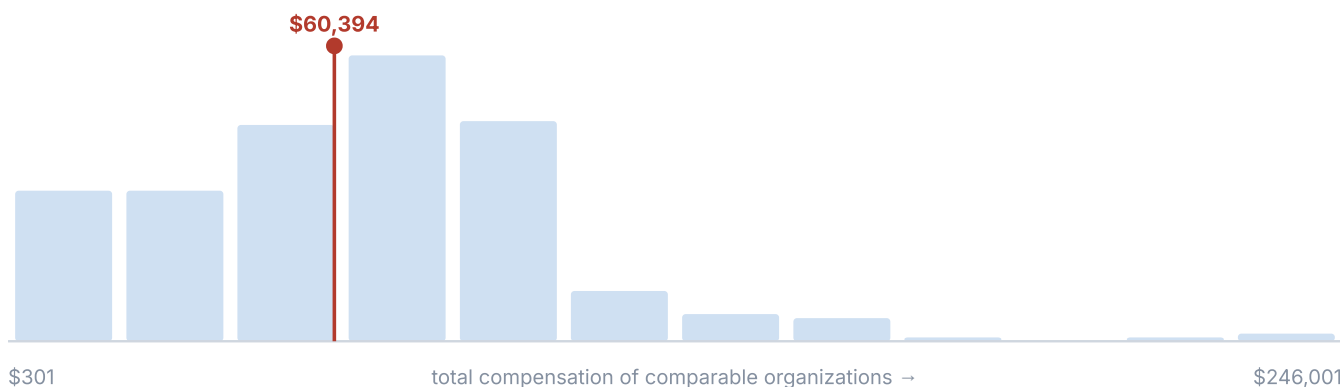
Benchmarked executive: Kiera Gillock — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$320,702 and \$717,990 — 0.67x to 1.50x the subject's \$478,660 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

295 organizations qualified on sector, size, and geography → **295** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,308	\$38,921	\$65,547	\$85,534	\$102,727	\$60,394
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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 MD 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
Luminaria	TX	\$478,477	Executive Dir.	\$73,172	\$80,603	2023
Good Shepherd Radio Inc	IN	\$478,421	President	\$79,156	\$91,924	2023
Montez Press Arts Inc	NY	\$479,513	Ex-officio Board Mem	\$75,532	\$73,005	2024
Colab Arts Inc	NJ	\$476,703	Producing Di	\$59,615	\$55,465	2025
Hudson River Music Hall Productions Inc	NY	\$483,329	Managing Director	\$60,000	\$57,993	2024
Unity Earth Inc	NY	\$473,855	Treasurer & C.f.o.	\$33,750	\$33,584	2023
Media Art Xploration Inc	NY	\$484,096	Director	\$52,000	\$51,745	2023
Push Dance Company	CA	\$472,448	Ceo	\$56,996	\$52,643	2024
Southington Community	CT	\$471,460	Executive Di	\$68,600	\$68,798	2024
Hagood Mill Foundation	SC	\$488,532	Executive Di	\$62,400	\$69,631	2024
Professional Numismatists Guild Inc	CA	\$468,503	Executive Director	\$83,948	\$77,536	2024
Northern Manhattan Arts Alliance Inc	NY	\$468,488	Executive Director	\$84,423	\$84,009	2023
Hyde Park Jazz Festival	IL	\$490,212	Executive Director	\$70,000	\$73,610	2024
Sweet Pea A Festival Of The Arts	MT	\$466,716	Executive Dir.	\$65,385	\$75,388	2024
Global Social Services	OH	\$491,353	Chairman Of The Board	\$3,150	\$3,569	2024
Friends Of The Big Fresno Fair	CA	\$465,674	Ceo	\$27,194	\$24,470	2025
Long X Arts Foundation	ND	\$465,178	Executive Director	\$66,000	\$77,472	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tulsa Glass Blowing Studio Inc	OK	\$492,597	Executive Director	\$75,459	\$88,876	2024
Florida Litfest Inc	FL	\$464,718	Executive Di	\$32,917	\$33,076	2024
Odunde Inc	PA	\$493,610	Executive Dir.	\$85,000	\$90,667	2024
Tidewater Arts Outreach	VA	\$463,432	Executive Di	\$62,199	\$62,582	2025
Marshall County Arts And Culture Allianc	IA	\$462,713	Executive Director	\$85,000	\$99,550	2024
World Around Inc	NY	\$461,660	Executive Director	\$120,000	\$119,411	2023
Bluebird Cultural Initiative	NE	\$495,819	Executive Dir.	\$60,000	\$69,027	2024
Parent Child Relationship Association Inc	NY	\$459,625	Executive Director	\$57,487	\$55,564	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	295 organizations. Compensation range \$301–\$246,001; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$478,660); for reference, expenses \$485,933 and assets \$715,775.
ROLE MATCH	Kiera Gillock, reported title <i>"MANAGING DIRECTOR"</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	4 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	42 nd

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 (Kiera Gillock) 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 295 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,394 is reasonable (approximately the 44th 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.