

# Johnston County Arts Council Inc

Executive Director / CEO

EIN 561089213

NC · NTEE A26Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Darlene R Williford, Executive Director / CEO** (\$52,800) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

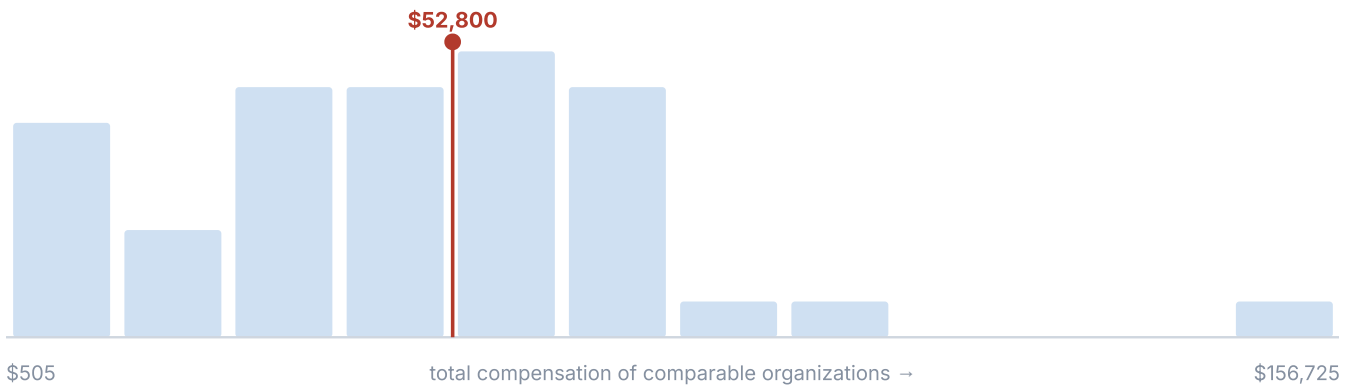
**Benchmarked executive:** Darlene R Williford — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A26Z).
BUDGET	Total revenue between \$142,461 and \$318,943 — 0.67x to 1.50x the subject's \$212,629 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A26), nationwide + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,148	\$34,292	\$51,154	\$64,732	\$71,041	\$52,800
---------	----------	----------	----------	----------	----------



## ■ 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 NC 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
<a href="#">Chinese American Arts Council</a>	NY	\$213,969	Executive Director	\$39,180	<b>\$36,210</b>	2023
<a href="#">Cooperstown Art Association Inc</a>	NY	\$210,929	Executive Direc	\$62,300	<b>\$57,577</b>	2023
<a href="#">Kern River Valley Art Associat</a>	CA	\$216,842	President	\$18,000	<b>\$15,043</b>	2025
<a href="#">Artspartners Of Central Illinois Inc</a>	IL	\$207,717	Executive Director	\$71,945	<b>\$70,265</b>	2024
<a href="#">Randolph Arts Guild Inc</a>	NC	\$219,464	Director	\$51,304	<b>\$51,304</b>	2025
<a href="#">Theatre League Of South Florida Inc</a>	FL	\$204,432	Executive Director	\$40,498	<b>\$37,795</b>	2024
<a href="#">The Staunton Augusta Art Center Inc</a>	VA	\$204,331	Interim Exec	\$33,987	<b>\$33,563</b>	2023
<a href="#">Arts Council Of Southwestern Indiana Inc</a>	IN	\$204,241	Executive Director	\$61,790	<b>\$64,732</b>	2024
<a href="#">The Compound Inc</a>	MD	\$203,675	Treasurer	\$1,846	<b>\$1,765</b>	2023
<a href="#">Clarksville-montgomery County</a>	TN	\$224,353	Executive Dir.	\$40,008	<b>\$40,700</b>	2025
<a href="#">Starkville Area Arts Council</a>	MS	\$196,421	Executive Director	\$46,200	<b>\$52,626</b>	2023
<a href="#">Huntingdon County Arts Council</a>	PA	\$229,077	Executive Director	\$34,615	<b>\$34,292</b>	2024
<a href="#">Greater Birmingham Arts Education Collaborative Inc</a>	AL	\$229,095	Executive Director	\$55,829	<b>\$59,917</b>	2024
<a href="#">Artreach St Croix</a>	MN	\$232,525	Executive Di	\$73,243	<b>\$71,896</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cahiers D'art Institute</a>	NY	\$184,633	Secretary And Treasurer	\$20,000	<b>\$17,953</b>	2024
<a href="#">Southeast Texas Arts Council Inc</a>	TX	\$183,951	Exec Directo	\$50,000	<b>\$51,154</b>	2023
<a href="#">Shoreline Arts Alliance Inc</a>	CT	\$246,862	Ceo/executiv	\$172,714	<b>\$156,725</b>	2025
<a href="#">Putnam Arts Council</a>	NY	\$248,244	President	\$78,640	<b>\$70,593</b>	2024
<a href="#">Hammond Cultural Foundation Inc</a>	LA	\$171,408	Executive Di	\$47,515	<b>\$51,976</b>	2024
<a href="#">Arizona Citizens For The Arts</a>	AZ	\$170,457	Ceo	\$105,000	<b>\$100,316</b>	2024
<a href="#">Chagrin Foundation For Arts</a>	OH	\$259,370	Executive Di	\$45,000	<b>\$46,127</b>	2025
<a href="#">East Bay Center For Thepreservation Oof Cultural Arts</a>	CA	\$260,374	President/admin Support	\$10,947	<b>\$9,148</b>	2025
<a href="#">Chenango County Council Of The Arts</a>	NY	\$261,508	Executive Director	\$42,182	<b>\$36,890</b>	2025
<a href="#">Dona Ana Arts Council</a>	NM	\$266,004	Executive Director	\$33,346	<b>\$36,681</b>	2023
<a href="#">Arts Council Of Mendocino County</a>	CA	\$266,842	Executive Direc	\$68,330	<b>\$60,346</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **41** organizations. Compensation range \$505–\$156,725; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$212,629); for reference, expenses \$214,776 and assets \$173,775.
ROLE MATCH	Darlene R Williford, reported title "EXECUTIVE DI", 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</sup>

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 (Darlene R Williford) 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 41 similarly situated organizations (Same NTEE sector (A26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,800 is reasonable (approximately the 59<sup>th</sup> 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.