

# North Carolina Presenters Consortium

Executive Director / CEO

EIN 562145648  
 NC · NTEE A199  
 FY ending 2025-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Catherine Gouge, Executive Director / CEO** (\$43,775) against the **2000** closest of **2,564** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

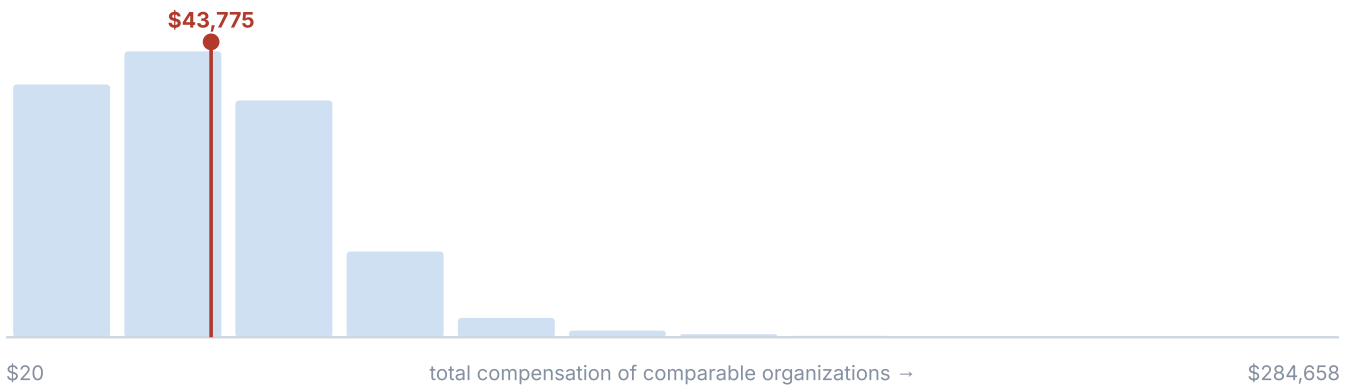
**Benchmarked executive:** Catherine Gouge — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A199).
BUDGET	Total revenue between \$160,406 and \$359,119 — 0.67x to 1.50x the subject's \$239,413 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**2,564** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$7,029	\$20,619	\$39,331	\$58,359	\$76,197	<b>\$43,775</b>
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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 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="#">North Gwinnett Arts Association</a>	GA	\$239,511	Executive Director	\$53,962	<b>\$53,901</b>	2024
<a href="#">Queen Bee Music Association</a>	NM	\$239,253	Executive Dir.	\$38,457	<b>\$41,091</b>	2024
<a href="#">The Mundi Project</a>	UT	\$239,581	Executive Di	\$46,910	<b>\$47,695</b>	2024
<a href="#">Lexington Art League Inc</a>	KY	\$239,202	Executive Director	\$56,100	<b>\$58,332</b>	2025
<a href="#">Anyone Corporation</a>	NY	\$239,192	Vp & Treasurer	\$30,000	<b>\$26,930</b>	2024
<a href="#">Crawford County Historical Society</a>	PA	\$239,650	Executive Director	\$35,907	<b>\$36,623</b>	2023
<a href="#">Ventura County Ballet Company</a>	CA	\$239,678	Executive Dir.	\$4,167	<b>\$3,482</b>	2025
<a href="#">Macon Pops Inc</a>	GA	\$239,728	Ceo	\$48,500	<b>\$49,876</b>	2023
<a href="#">Dramaworks A Ca Nonprofit Benefit Corp</a>	CA	\$239,759	Vice President	\$18,000	<b>\$15,897</b>	2023
<a href="#">Ten Sleepless Knights Inc</a>	VI	\$239,048	President	\$8,380	<b>\$8,856</b>	2023
<a href="#">New Perspectives Media Assc</a>	SC	\$238,857	Executive Producer	\$14,500	<b>\$15,471</b>	2023
<a href="#">The Off-central Players Inc</a>	FL	\$238,855	Board Member / Producing A	\$60,000	<b>\$57,648</b>	2023
<a href="#">Open Studios Inc</a>	CO	\$238,827	Executive Director	\$55,000	<b>\$53,939</b>	2023
<a href="#">Children's Museumlab Advancement</a>	PA	\$240,009	Treasurer	\$35,562	<b>\$35,230</b>	2024
<a href="#">Dallas Bach Society</a>	TX	\$238,812	Executive Director	\$20,000	<b>\$20,462</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wornall-majors House Museums Inc</a>	MO	\$240,200	Acting Executive Director	\$49,780	<b>\$53,924</b>	2023
<a href="#">Ansonia Music Outreach Organization Inc</a>	NY	\$240,243	President	\$44,974	<b>\$40,372</b>	2024
<a href="#">Point Cabrillo Lightkeepers Association</a>	CA	\$238,556	Outreach Mgr	\$60,753	<b>\$52,114</b>	2024
<a href="#">Music Is Art</a>	NY	\$238,547	Executive Director	\$69,216	<b>\$62,133</b>	2024
<a href="#">Museum Of Art And Digital Entertainment</a>	CA	\$240,306	Fmr Ex Dir	\$42,031	<b>\$36,055</b>	2024
<a href="#">Boom Arts Inc</a>	OR	\$238,508	Artistic Director	\$66,350	<b>\$61,211</b>	2024
<a href="#">Small Press Traffic Literary Arts Center</a>	CA	\$240,398	Executive Dir.	\$78,000	<b>\$65,185</b>	2025
<a href="#">Northmont Fellowship Association</a>	PA	\$238,368	President	\$13,000	<b>\$12,879</b>	2024
<a href="#">Surati For Performing Arts Inc</a>	NJ	\$240,472	President	\$27,200	<b>\$24,126</b>	2024
<a href="#">The Jewish Historical Society Of</a>	CT	\$238,322	Executive Director	\$49,583	<b>\$47,547</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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$20–\$284,658; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$239,413); for reference, expenses \$235,547 and assets \$168,742.

ROLE MATCH	Catherine Gouge, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	35 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Catherine Gouge) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,775 is reasonable (approximately the 55<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.