

The Corda Foundation

Executive Director / CEO

EIN 562206344

NC · NTEE A20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Virginia Odessky, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

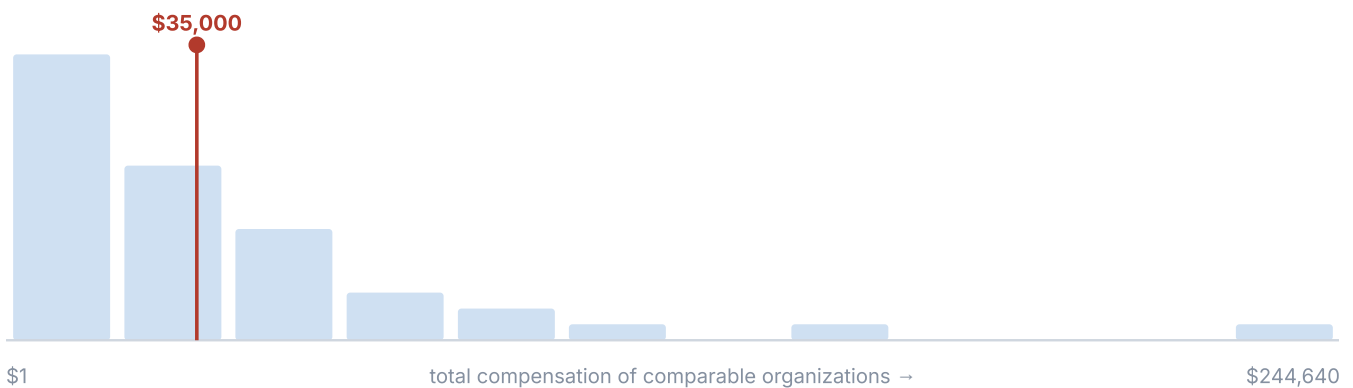
Benchmarked executive: Virginia Odessky — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

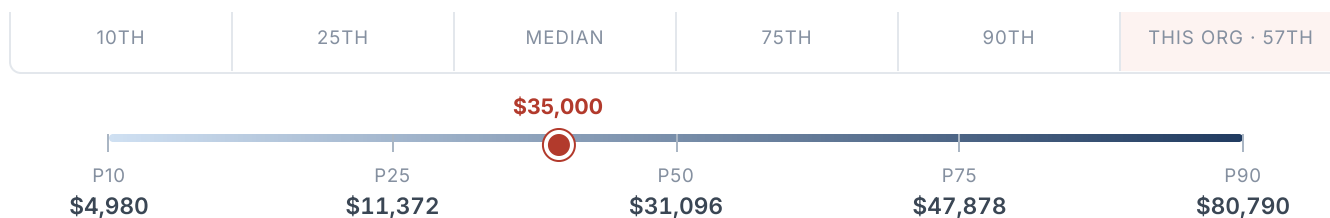
SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$69,200 and \$154,927 — 0.67x to 1.50x the subject's \$103,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

44 organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,980	\$11,372	\$31,096	\$47,878	\$80,790	\$35,000
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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
Bird Island Cultural Centre	MN	\$103,456	Director	\$1,800	\$1,672	2024
Noise Salon Inc	MA	\$100,002	Executive Director/ Treasurer	\$15,914	\$13,840	2023
Committee For A Better New Orleans	LA	\$107,720	Executive Director	\$80,000	\$82,809	2024
Beverlys Exhibitions Corp	NY	\$96,523	Creative Director	\$6,100	\$5,335	2023
The Arts Project Inc	MD	\$110,552	Executive Director	\$24,559	\$21,583	2024
Belton Center For The Arts	SC	\$111,131	Executive Director	\$35,077	\$34,400	2024
Japan House La Foundation	CA	\$111,910	Ceo	\$6,000	\$4,870	2024
Vedanta Institute Houston	TX	\$94,177	Director	\$8,500	\$8,229	2023
Chicago Fashion Development	IL	\$114,325	Executive Director	\$40,000	\$38,059	2023
Society Of Animal Artists Inc	CO	\$91,564	Executive Direc	\$49,000	\$44,168	2024
Palacios House Of Arts	LA	\$88,100	Executive Director	\$19,123	\$20,379	2023
509 Cultural Center	CA	\$88,051	Co-executive Director	\$50,000	\$40,587	2024
Sentimental Journey Inc	PA	\$87,602	Executive Coordinator	\$9,909	\$9,289	2024
The Center For Less Unpleasant	NY	\$86,910	President	\$288,000	\$244,640	2024
Leesburg Art Festival Inc	FL	\$83,828	Executive Di	\$21,731	\$19,191	2024
Chsee Inc	NY	\$123,771	Treasurer	\$4,760	\$4,043	2024
500 Sails	MP	\$125,662	Executive Dir.	\$61,475	\$59,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life On Art	CA	\$125,745	Executive Director (Start 7/2024)	\$76,154	\$61,816	2024
Center For Reflection Education And Action Incorporated	CT	\$80,446	Executive Director	\$45,000	\$39,663	2024
Artlands Creative	CA	\$80,166	Executive Director	\$25,000	\$20,893	2023
Francis Hardy Center For The Arts	WI	\$127,870	Executive Director	\$50,000	\$49,088	2024
Wildstar Academy	OR	\$128,981	Executive Director	\$6,000	\$5,238	2024
El Paso International & Cultural Arts	TX	\$76,381	Artistic Director	\$4,000	\$3,872	2023
Kansas Sampler Foundation Inc	KS	\$130,535	Co-director	\$100,202	\$104,767	2023
Culture Mill Inc	NC	\$130,625	Director	\$46,866	\$44,348	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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.

■ Sample, role match & sensitivity

PEER COUNT 44 organizations. Compensation range \$1–\$244,640; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$103,285); for reference, expenses \$246,119 and assets \$2,641,717. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Virginia Odessky, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	57 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	55 th

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 (Virginia Odessky) 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 44 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 57th 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.