

Junior League Of Durham And Orange

Executive Director / CEO

EIN 566011469
 NC · NTEE S810
 FY ending 2024-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Arielle Cutrara, Executive Director / CEO** (\$7,596) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Arielle Cutrara — reported title "EXECUTIVE VICE PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S810).

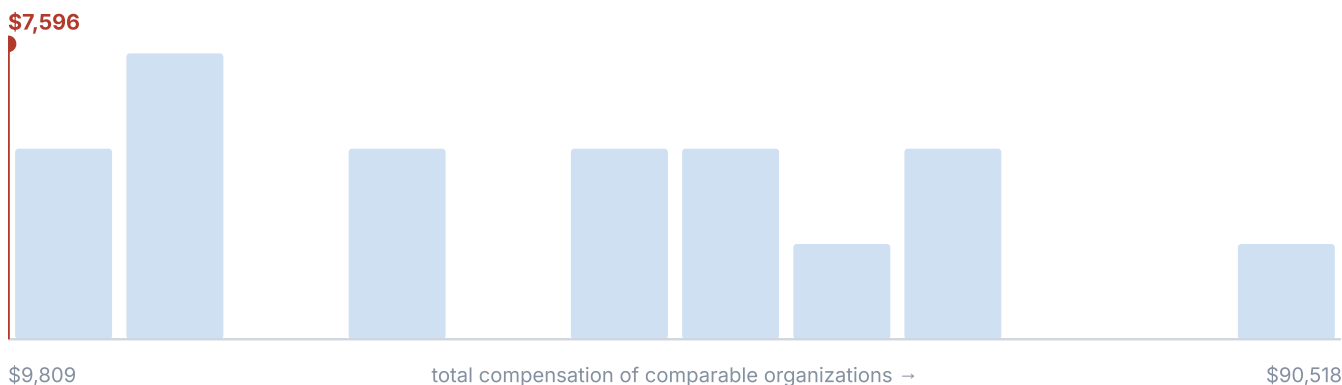
BUDGET Total revenue between \$207,220 and \$463,926 — 0.67x to 1.50x the subject's \$309,284 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S81), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,281	\$19,184	\$47,918	\$59,535	\$69,124	\$7,596
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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
Rvwa Inc	IN	\$308,234	President	\$15,385	\$15,702	2024
Junior League Of Charleston Inc	SC	\$286,223	Executive Director	\$87,080	\$90,518	2023
Junior League Of Cincinnati	OH	\$344,656	Managing Director	\$61,626	\$63,170	2024
Gfwc Of North Carolina Inc	NC	\$273,677	Executive Director	\$35,206	\$35,206	2024
National Council Of Jewish Women	KY	\$350,097	Executive Director	\$67,908	\$68,790	2025
Ca Derby Dolls Co Kristal Carmona Miranda	CA	\$257,500	Treasurer	\$24,000	\$20,057	2024
The Sister Circle International	NC	\$361,852	Executive Di	\$17,150	\$17,150	2024
Muslim Women's Organization Corp	FL	\$254,901	Executive Director	\$53,350	\$49,938	2023
Junior League Of San Antonio Inc	TX	\$365,651	Managing Director	\$71,631	\$69,346	2024
Junior League Of Columbus Inc	OH	\$366,006	Dir, Kelton	\$52,969	\$55,900	2023
Pga Tour Wives Association Inc	FL	\$223,214	Executive Director	\$58,326	\$53,029	2024
Amani Foundation Inc	TN	\$401,314	President	\$18,000	\$18,311	2024
The Wow Center Inc	NJ	\$401,696	President	\$53,864	\$47,918	2023
Women In Training Inc	AL	\$215,486	Ceo	\$35,000	\$36,594	2024
Arkansas Women's Hall Of Fame	AR	\$210,630	Secretary	\$9,017	\$9,809	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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 15 organizations. Compensation range \$9,809–\$90,518; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$309,284); for reference, expenses \$458,498 and assets \$440,956. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Arielle Cutrara, reported title "*EXECUTIVE VICE PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	0 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 (Arielle Cutrara) 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 15 similarly situated organizations (Same NTEE sector (S81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,596 is reasonable (approximately the 0th 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.