

Pickens County Advocacy Center Inc

Executive Director / CEO

EIN 570790623

SC · NTEE F42Z

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Lou Anne Johnson, Executive Director / CEO** (\$65,219) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

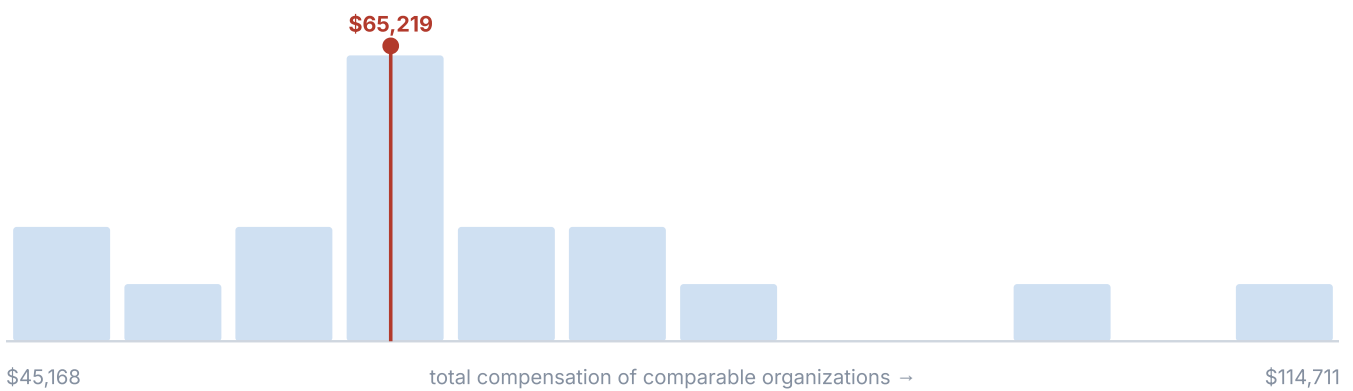
Benchmarked executive: Lou Anne Johnson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F42Z).
BUDGET	Total revenue between \$319,683 and \$715,710 — 0.67x to 1.50x the subject's \$477,140 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F42), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$50,620	\$59,422	\$66,718	\$74,961	\$89,672	\$65,219
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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 SC 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
Idaho Anti Trafficking Coalition Inc	ID	\$452,898	Executive Director	\$64,167	\$67,363	2023
The Shafer Center For Crisis Intervention	MS	\$450,069	Director	\$55,660	\$59,422	2024
Rape Crisis Center Of Robeson County	NC	\$415,796	Executive Director	\$66,462	\$65,826	2024
Turning Point Women's Counseling	PA	\$415,138	Executive Director	\$52,431	\$51,599	2023
Rape Counselors Of East Alabama Inc	AL	\$397,716	Executive Director	\$107,594	\$114,711	2023
Pueblo Rape Crisis Services Inc	CO	\$396,153	Executive Director	\$72,547	\$66,680	2024
Willowbend Farms Inc	TN	\$561,931	Ceo	\$74,398	\$74,961	2024
The Upper Ohio Valley Sexual Assault Hel	WV	\$570,757	Exective Director	\$46,000	\$49,152	2023
Sexual Assault And Family Violence	WY	\$375,458	Executive Di	\$65,000	\$66,718	2024
Center For Sexual Assault Survivors	VA	\$366,290	Executive Director	\$61,757	\$57,157	2024
Project Response Inc	NE	\$613,992	Executive Director	\$69,290	\$69,595	2025
Sexual Assault Response And	VA	\$333,429	Executive Di	\$86,088	\$77,623	2025
Children's Center For Hope & Healing	GA	\$632,954	Former Executive Director	\$66,500	\$65,986	2023
Statesboro Regional Sexual Assault Center Inc	GA	\$321,322	Director	\$72,857	\$72,294	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jackson County Sart	OR	\$643,734	Executive Director	\$50,741	\$45,168	2024
Silver Regional Sexual Assault Support Services	NM	\$698,044	Executive Director	\$78,121	\$82,919	2023
Compass Inc	OH	\$706,385	Executive Director	\$98,303	\$99,802	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	17 organizations. Compensation range \$45,168–\$114,711; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,140); for reference, expenses \$487,737 and assets \$226,032.
ROLE MATCH	Lou Anne Johnson, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	29th
Total compensation (D + F), as reported (no adjustments)	41st
Reportable pay only (column D), adjusted	35th
All sources (D + E + F), adjusted	29th

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 (Lou Anne Johnson) 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 10, 2026, comparing compensation against 17 similarly situated organizations (Same NTEE sector (F42), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,219 is reasonable (approximately the 29th 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 10, 2026.