

Southeast Community Cultural Center Inc

Executive Director / CEO

EIN 581574480

GA · NTEE A610

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alice Lovelace, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Alice Lovelace — reported title “BOARD MEMBER”, 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 (A610).

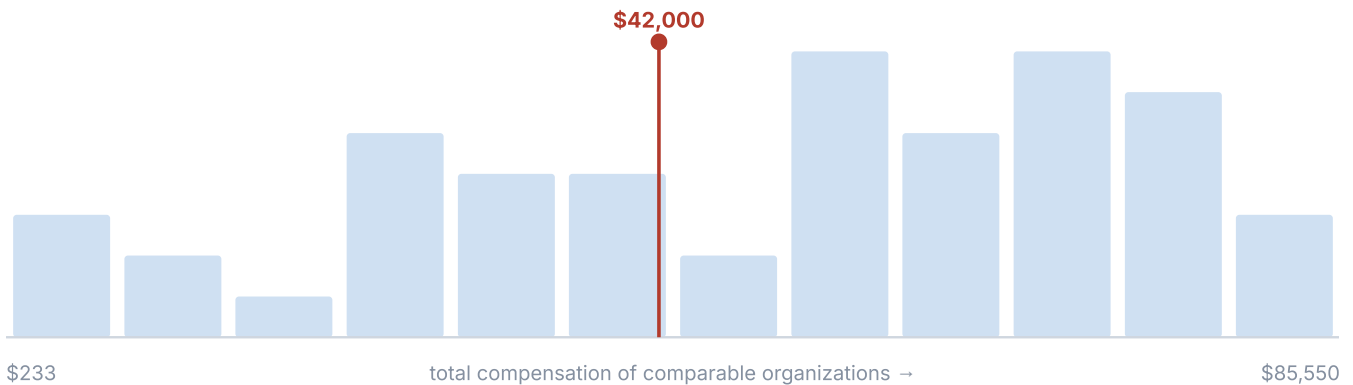
BUDGET Total revenue between \$252,854 and \$566,092 — 0.67x to 1.50x the subject's \$377,395 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A61), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography

→ **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,109

\$29,952

\$54,748

\$67,270

\$77,695

\$42,000



■ 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 GA 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
Auburn State Theatre Incorporated	CA	\$377,695	Board Member	\$34,220	\$28,630	2025
The Lyric Council Inc	VA	\$376,411	Executive Director (Current)	\$41,789	\$41,314	2023
Sacramento Comedy Spot	CA	\$375,894	Executive Dir.	\$64,480	\$57,011	2023
Lucas Theatre For The Arts Inc	GA	\$382,223	President	\$51,466	\$52,986	2023
Berkeley Art Center Association	CA	\$368,725	Executive Dir.	\$66,107	\$56,772	2024
Bas Melech Performing Arts Center Inc	MD	\$367,473	President & Ceo	\$81,250	\$77,778	2023
Open Eye Theatre	MN	\$388,300	Executive Dir.	\$79,040	\$77,674	2024
Knox Partnership For Arts And	OH	\$364,326	Managing Director	\$54,276	\$58,862	2023
Gunston Hall Foundation	VA	\$359,689	Executive Director	\$29,312	\$28,148	2024
Horton Plaza Theatres Foundation	CA	\$356,435	Executive Director	\$77,000	\$66,127	2024
Playhouse 46 Inc	NY	\$353,103	Executive Director	\$65,000	\$60,141	2023
Bradford Creative And Performing	PA	\$351,455	Executive Dir.	\$64,654	\$62,470	2025
Theater Alliance Of Washington Dc	DC	\$421,630	Executive Dir.	\$34,941	\$30,495	2024
Partners For The Pac	OR	\$330,400	Executive Director	\$13,650	\$12,607	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Methuen Memorial Music Hall Inc	MA	\$426,660	Executive Dir.	\$75,000	\$67,029	2024
Andre Cailloux Center For Performing Arts	LA	\$326,581	Executive Director	\$12,250	\$13,415	2024
Pentangle Council On The Arts	VT	\$428,698	Executive Di	\$65,772	\$65,840	2024
Links Hall Inc	IL	\$429,725	Executive Director	\$75,935	\$72,332	2025
The Paramount Theater Foundation In	VA	\$320,462	Executive Di	\$26,770	\$25,707	2024
Albedo Arts Community Inc	CA	\$317,131	President	\$35,800	\$29,952	2025
Dc Theater Arts Collaborative	DC	\$311,873	Executive Director	\$43,125	\$38,749	2023
Hancock County Auditorium Associates	ME	\$443,154	Exec Director	\$68,072	\$69,794	2023
Artspace Inc	CA	\$310,369	Executive Dir.	\$55,071	\$47,295	2024
Arca Images Inc	FL	\$446,523	President/treasurer	\$72,000	\$67,270	2024
Inner Arbor Trust Inc	MD	\$448,267	President Ceo	\$60,000	\$55,788	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **49** organizations. Compensation range \$233–\$85,550; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$377,395); for reference, expenses \$410,427 and assets \$3,281,593.

ROLE MATCH Alice Lovelace, reported title "BOARD MEMBER", 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 3 peers 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	39 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	35 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 (Alice Lovelace) 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 49 similarly situated organizations (Same NTEE sector (A61), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 39th 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.