

Oconee Cultural Arts Foundation Inc

Executive Director / CEO

EIN 582176120

GA · NTEE A20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paul Clark, Executive Director / CEO** (\$11,735) against **every comparable organization** that fit the selection criteria — **296** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Paul Clark — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

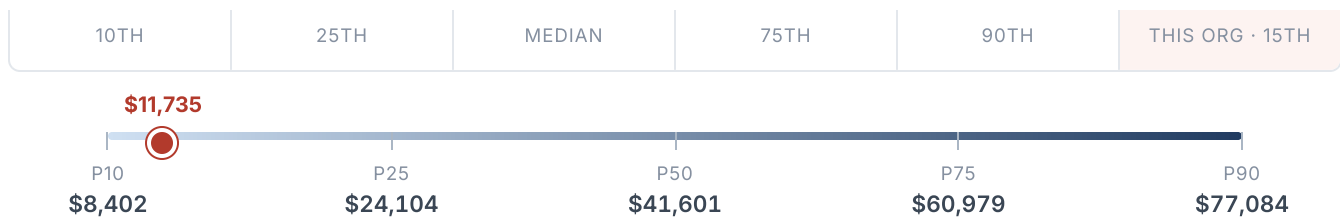
SECTOR	Organizations sharing the subject's NTEE classification (A20).
BUDGET	Total revenue between \$170,199 and \$381,043 — 0.67x to 1.50x the subject's \$254,029 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

296 organizations qualified on sector, size, and geography → **296** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,402	\$24,104	\$41,601	\$60,979	\$77,084	\$11,735
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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 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
Brasarte The Damasceno Brazilian Cultural Exchange	CA	\$253,770	Executive Director	\$11,500	\$9,622	2025
Ecoarts Of Lake County	CA	\$254,901	Executive Di	\$43,775	\$38,704	2023
New Mexico Advocates For The Arts	NM	\$255,053	Director	\$10,460	\$11,519	2023
Contemporary Art Group	CA	\$255,236	Executive Director	\$62,500	\$55,260	2023
Arts In Motion Studio West Michigan	MI	\$252,632	Executive Director	\$52,000	\$53,380	2024
Palmo Center For Peace & Education	OR	\$255,475	Presdient	\$57,946	\$55,100	2023
Fire Island Artist Residency Incorporated	NY	\$252,169	Executive Director	\$48,500	\$43,587	2024
Elk River Arts & Lectures	MT	\$252,132	Executive Di	\$45,150	\$48,404	2024
Sephardic Heritage International	DC	\$255,964	Executive Director	\$20,833	\$18,182	2024
Blue Sage Center For The Arts	CO	\$256,184	Executive Di	\$43,577	\$41,557	2024
Northern California Music & Art Culture Center	CA	\$256,509	Executive Director	\$48,000	\$41,222	2024
Firestone Park Cultural And Custodi	OH	\$256,796	President	\$3,000	\$3,160	2024
Instituto Mazatlan Bellas Artes	CA	\$251,111	Secretary	\$35,664	\$31,532	2023
Waldos And Company	PA	\$251,012	Executive Dir.	\$24,000	\$23,803	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Orleans Academy Of Ophthalmology	LA	\$257,218	Executive Director	\$53,978	\$60,859	2023
Polk Arts Alliance Inc	FL	\$250,687	Executive Director	\$50,000	\$46,715	2024
Northwest Connecticut Arts Council Inc	CT	\$257,836	Executive Dir.	\$55,000	\$52,803	2023
Avon Hills Folk School	MN	\$250,182	Executive Director	\$79,296	\$77,926	2024
Lynn Music Foundation Inc	MA	\$257,919	President	\$10,785	\$9,924	2023
Arts For All Inc	NY	\$248,714	Executive Director	\$26,250	\$24,287	2023
Arts Center At Duck Creek Inc	NY	\$260,193	President	\$94,880	\$85,269	2024
Tres Doux Foundation	LA	\$247,275	Executive Director	\$63,000	\$68,993	2024
Canyon Cinema Foundation	CA	\$261,223	Executive Director	\$58,708	\$51,907	2023
Rockport Cultural Arts District	TX	\$261,701	Executive Director	\$76,000	\$77,843	2023
The Sunshine Center Inc	NY	\$246,329	Ceo/secretar	\$42,750	\$38,419	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 **296** organizations. Compensation range \$280–\$284,983; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$254,029); for reference, expenses \$362,876 and assets \$1,965,380. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Paul Clark, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers 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	15 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	13 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 (Paul Clark) 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 296 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,735 is reasonable (approximately the 15th 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.