

Alabama Dance Council

Executive Director / CEO

EIN 630815232
 AL · NTEE A020
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Kerri-noelle Humphrey, Executive Director / CEO** (\$40,000) against the **2000** closest of **3,063** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

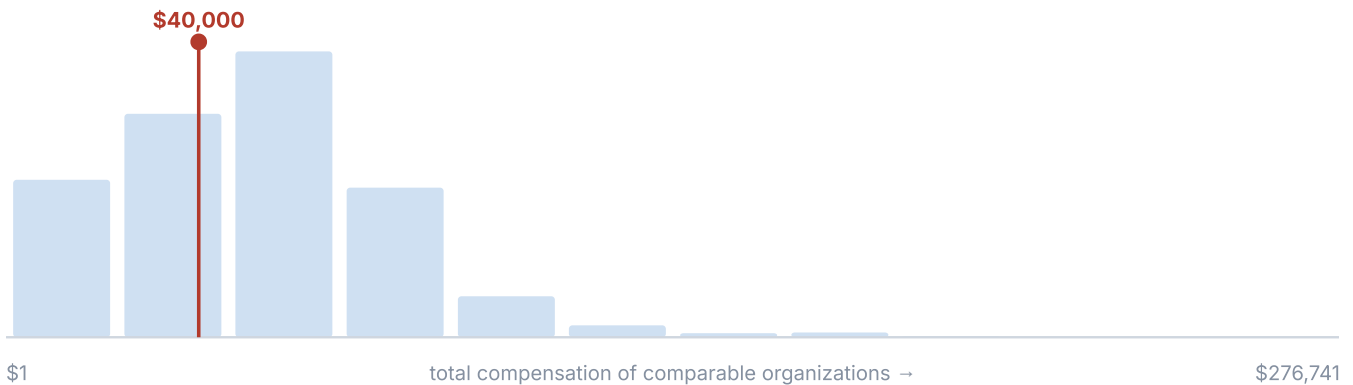
Benchmarked executive: Kerri-noelle Humphrey — reported title “Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A020).
BUDGET	Total revenue between \$250,037 and \$559,786 — 0.67x to 1.50x the subject's \$373,191 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

3,063 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$13,456	\$30,773	\$50,994	\$68,803	\$86,355	\$40,000
----------	----------	----------	----------	----------	-----------------



■ 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 AL 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
Tillamook County Pioneer Museum	OR	\$373,195	Executive Dir.	\$52,576	\$47,760	2023
Hawthorne Arts Collaborative	ME	\$373,179	Executive Dir.	\$60,000	\$57,085	2024
The Tennessee Williams Theatre Company	LA	\$373,292	Co Artistic Director	\$24,976	\$26,131	2024
Millburn Institute Of Talent	NJ	\$373,033	Principal	\$7,510	\$6,207	2025
Voicecorps Reading Services Inc	OH	\$373,016	Executive Di	\$54,474	\$56,438	2023
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$12,275	2025
Forward Progress Arts & Entertainment Centers Inc	TX	\$372,833	Executive Director	\$23,050	\$21,907	2024
Chamber Music Monterey Bay	CA	\$373,584	Operations Manager	\$69,075	\$56,672	2024
Hamptons Take 2 Documentary Film	NY	\$373,762	Pres & Exec Dir	\$65,000	\$55,807	2024
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$33,570	2024
Central Current Inc	NY	\$373,915	Executive Director	\$64,341	\$55,240	2024
Art House San Clemente	CA	\$373,922	Executive Director	\$79,995	\$67,570	2023
Ensemble Studio Theatre The La Project	CA	\$372,384	Artistic Director	\$14,500	\$12,248	2023
Higher Works Collaborative	MN	\$372,381	Exec Adminis	\$37,671	\$36,412	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Francaise Of Westchester	NY	\$372,319	Executive Di	\$64,104	\$55,037	2024
The Castle Museum	OH	\$374,119	Executive Di	\$65,157	\$65,570	2024
Ridgway Chautauqua	CO	\$372,005	Executive Director	\$133,883	\$125,578	2023
Fontana Chamber Arts	MI	\$371,972	Director	\$53,523	\$51,137	2025
American Friends Of Chicken Shed Inc	NY	\$374,584	Ceo & President	\$55,328	\$48,905	2023
Friends Of The Orchestra	CO	\$374,591	Executive Dir.	\$29,345	\$26,735	2024
Prescott Circus Theatre	CA	\$374,696	Executive Dir.	\$60,738	\$49,832	2024
Institute For The Next Jewish Future Injif	IL	\$371,552	Executive Director	\$21,212	\$19,814	2024
Spaceflight Mission	TX	\$371,544	Founding Board Member	\$41,250	\$39,205	2024
Teatro Experimental Yerbabruja Inc	NY	\$371,539	Executive Director	\$100,000	\$85,856	2024
Chicago Cultural Alliance	IL	\$374,863	Executive Dir.	\$80,927	\$75,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2025 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 AL 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 **2000** organizations. Compensation range \$1–\$276,741; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$373,191); for reference, expenses \$359,806 and assets \$75,693.

ROLE MATCH	Kerri-noelle Humphrey, reported title <i>"Exec Dir"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	59 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	36 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	34 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 (Kerri-noelle Humphrey) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 36th 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.