

Bossier Arts Council

Executive Director / CEO

EIN 720895929

LA · NTEE A26Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Brittany Pope, Executive Director / CEO** (\$34,833) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

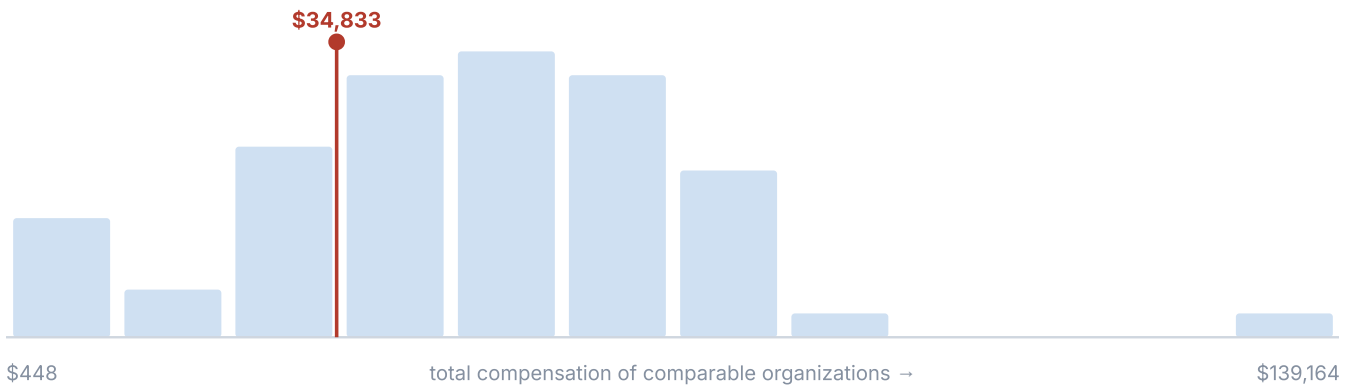
Benchmarked executive: Brittany Pope — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A26Z).
BUDGET	Total revenue between \$239,414 and \$536,002 — 0.67x to 1.50x the subject's \$357,335 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A26), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,612	\$35,519	\$49,856	\$62,717	\$74,087	\$34,833
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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 LA 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
Eastern Oregon Regional Arts Council	OR	\$354,565	Executive Director	\$42,444	\$34,768	2024
Greater Denton Arts Council Inc	TX	\$351,567	Director	\$71,000	\$64,499	2023
Allied Arts Of Whatcom County	WA	\$366,470	Executive Director	\$84,828	\$65,266	2025
Holland Area Arts Council	MI	\$346,762	Secretary	\$15,538	\$14,147	2024
Vox Populi Inc	PA	\$345,512	Executive Di	\$59,367	\$53,765	2023
Craftnow Philadelphia	PA	\$345,464	Executive Director	\$90,913	\$79,973	2024
Kodiak Baranof Productions Inc	AK	\$343,839	Exec Director	\$53,158	\$44,830	2024
Missoula Cultural Council	MT	\$371,037	Executive Dir.	\$78,110	\$74,271	2024
Chicago Cultural Alliance	IL	\$374,863	Executive Dir.	\$80,927	\$70,180	2024
Iredell Arts Council Inc	NC	\$336,389	Executive Di	\$36,607	\$33,365	2024
Haywood County Arts Council Inc	NC	\$382,460	Executive Di	\$43,270	\$39,438	2024
Brooklyn Arts Music Academy	NC	\$385,194	Executive Di	\$47,480	\$42,160	2025
Greenwich Arts Council Inc	CT	\$328,339	Executive Di	\$115,000	\$92,661	2025
Riverside Arts Council	CA	\$389,080	Secretary/exedi	\$100,000	\$74,206	2025
Central California Art League Inc	CA	\$390,680	Secretary	\$45,676	\$34,791	2024
Arts Council Of Greenwood County	SC	\$390,723	Executive Di	\$51,993	\$47,846	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Newton Cultural Alliance Inc	MA	\$391,524	Managing Director	\$50,000	\$40,804	2023
Monroe Council Of The Arts Corporation	FL	\$395,461	Executive Director	\$91,700	\$75,988	2024
Charleston Artist Guild	SC	\$396,366	Business Manager/director	\$45,177	\$41,574	2024
The Arts Council Inc	FL	\$398,339	Executive Director	\$66,018	\$54,707	2024
Bayou Regional Arts Council	LA	\$316,139	Exec Director	\$62,615	\$60,819	2024
Humboldt Arts Council Inc	CA	\$316,093	Executive Director	\$71,267	\$54,283	2024
West Valley Arts Council	AZ	\$315,816	Executive Di	\$70,000	\$61,137	2023
Milwaukee Artist Resource Network	WI	\$315,569	Executive Director	\$16,077	\$14,811	2024
The Arts Council Of Pendleton Inc	OR	\$406,602	Executive Direc	\$52,800	\$44,530	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA cost of living and 2023 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 LA 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 58 organizations. Compensation range \$448–\$139,164; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$357,335); for reference, expenses \$389,728 and assets \$165,649.

ROLE MATCH Brittainy Pope, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	26 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	26 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 (Brittany Pope) 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 58 similarly situated organizations (Same NTEE sector (A26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,833 is reasonable (approximately the 26th 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.