

# Juan De Fuca Festival Of The Arts Inc

Executive Director / CEO

EIN 911588987

WA · NTEE A200

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kari Chance, Executive Director / CEO** (\$62,976) against **every comparable organization** that fit the selection criteria — **317** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

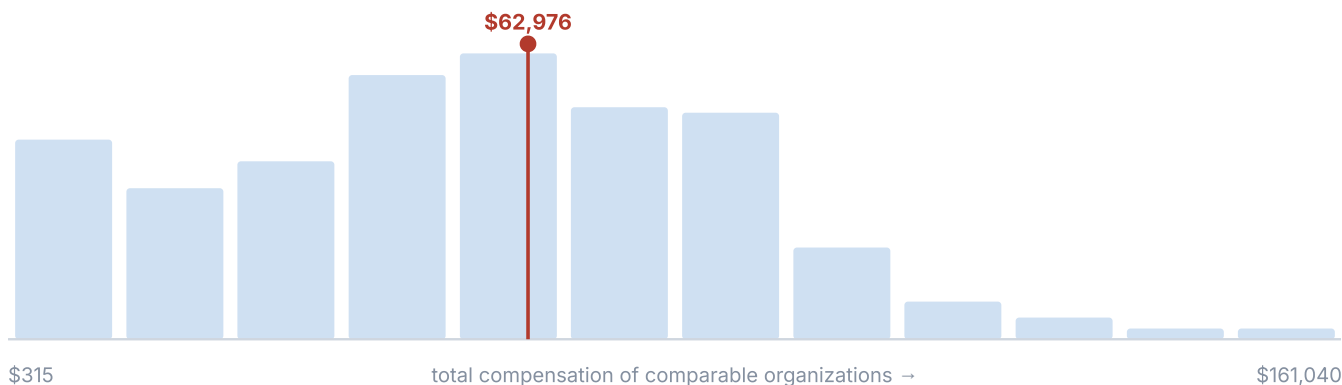
**Benchmarked executive:** Kari Chance — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$234,185 and \$524,295 — 0.67x to 1.50x the subject's \$349,530 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

**317** organizations qualified on sector, size, and geography → **317** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,365	\$34,257	\$57,918	\$77,613	\$93,461	\$62,976
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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 WA 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
<a href="#">Do It For The Love</a>	CA	\$348,176	Executive Director	\$109,774	<b>\$105,874</b>	2024
<a href="#">In A Perfect World</a>	CA	\$347,735	Founder/pres	\$96,320	<b>\$92,898</b>	2024
<a href="#">Give Music Inc</a>	MA	\$347,415	President	\$33,800	<b>\$33,051</b>	2025
<a href="#">Ludington Area Arts Council</a>	MI	\$347,252	Executive Director	\$64,967	<b>\$77,111</b>	2023
<a href="#">Wide Open Walls</a>	CA	\$352,334	President	\$72,000	<b>\$71,494</b>	2023
<a href="#">Bailey's Cafe Inc</a>	NY	\$353,023	Executive Di	\$18,750	<b>\$19,483</b>	2023
<a href="#">The Community Festival</a>	OH	\$345,764	Treasurer	\$3,000	<b>\$3,654</b>	2023
<a href="#">Hope Creates</a>	MO	\$345,689	Executive Director	\$60,005	<b>\$70,986</b>	2024
<a href="#">Deaf Spotlight</a>	WA	\$353,939	Executive Di	\$84,739	<b>\$84,739</b>	2024
<a href="#">Inwood Art Works Inc</a>	NY	\$353,982	Chairman	\$55,000	<b>\$57,151</b>	2023
<a href="#">Pharos The International Photo Archives Association</a>	NY	\$343,867	Executive Director	\$33,405	<b>\$34,712</b>	2023
<a href="#">Nars Foundation Inc</a>	NY	\$355,287	Founding Director	\$43,002	<b>\$44,683</b>	2023
<a href="#">Coalition For African Americans In The Performing Arts</a>	MD	\$355,440	Executive Director	\$30,000	<b>\$32,252</b>	2023
<a href="#">Root Cause Research Center Inc</a>	KY	\$355,460	President	\$23,999	<b>\$28,799</b>	2024
<a href="#">Herencia Mariachi Academy</a>	CA	\$355,883	Instructor	\$80,458	<b>\$77,600</b>	2024
<a href="#">Babes Fest Inc</a>	TX	\$343,025	Founding Executive Director	\$57,600	<b>\$66,256</b>	2023
<a href="#">Plataforma Eje Inc</a>	PR	\$342,888	Executive Director	\$28,154	<b>\$28,154</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Impressionist Society Inc</a>	NE	\$342,717	Treasurer	\$7,796	<b>\$9,366</b>	2024
<a href="#">Allied Arts Association</a>	WA	\$356,635	Scholarships	\$7,560	<b>\$7,560</b>	2024
<a href="#">Augusta Westobou Festival Inc</a>	GA	\$342,121	Executive Director	\$65,100	<b>\$73,111</b>	2024
<a href="#">Cheltenham Township Art Centre</a>	PA	\$341,383	Ex. Director	\$50,000	<b>\$55,692</b>	2024
<a href="#">Castroville Artichoke Festival Inc</a>	CA	\$341,383	Executive Di	\$42,405	<b>\$40,899</b>	2024
<a href="#">The Summer Solstice Celebration Inc</a>	CA	\$358,935	Executive Dir.	\$60,000	<b>\$57,869</b>	2024
<a href="#">The Black School Inc</a>	LA	\$339,733	President	\$80,000	<b>\$101,298</b>	2023
<a href="#">The Brooklyn Steppers Inc</a>	NY	\$359,620	Executive Director	\$41,500	<b>\$40,806</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 317 organizations. Compensation range \$315–\$161,040; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$349,530); for reference, expenses \$371,990 and assets \$120,845.

**ROLE MATCH** Kari Chance, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	57 <sup>th</sup>

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 (Kari Chance) 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 317 similarly situated organizations (Same NTEE sector (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,976 is reasonable (approximately the 59<sup>th</sup> 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.