

Kodiak Baranof Productions Inc

Executive Director / CEO

EIN 926003460

AK · NTEE A260

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Katie Oliver, Executive Director / CEO** (\$53,158) 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 **43rd** percentile of comparable organizations within the typical range

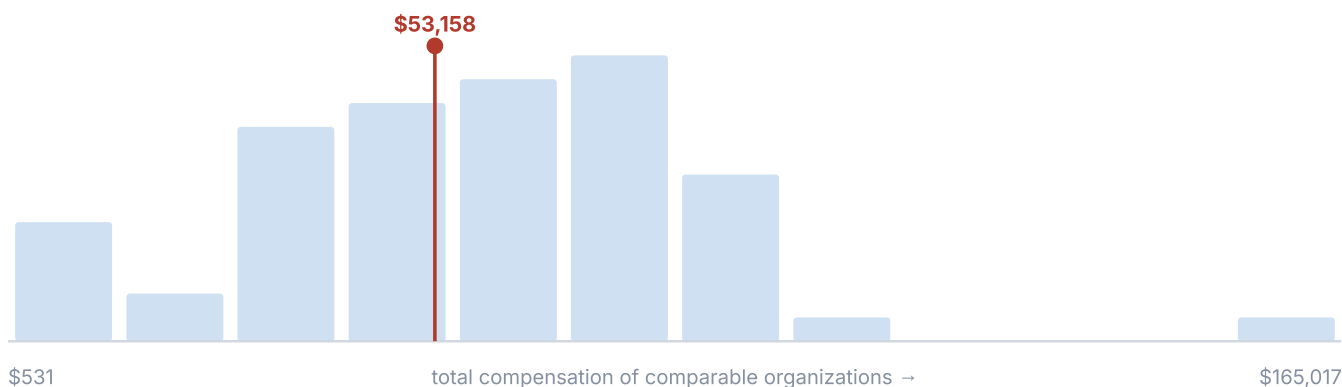
Benchmarked executive: Katie Oliver — reported title "Exec Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A260).
BUDGET	Total revenue between \$230,372 and \$515,758 — 0.67x to 1.50x the subject's \$343,839 (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



\$17,326	\$41,267	\$59,119	\$74,695	\$87,851	\$53,158
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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 AK 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
Craftnow Philadelphia	PA	\$345,464	Executive Director	\$90,913	\$94,829	2024
Vox Populi Inc	PA	\$345,512	Executive Di	\$59,367	\$63,754	2023
Holland Area Arts Council	MI	\$346,762	Secretary	\$15,538	\$16,775	2024
Iredell Arts Council Inc	NC	\$336,389	Executive Di	\$36,607	\$39,564	2024
Greater Denton Arts Council Inc	TX	\$351,567	Director	\$71,000	\$76,481	2023
Eastern Oregon Regional Arts Council	OR	\$354,565	Executive Director	\$42,444	\$41,228	2024
Bossier Arts Council	LA	\$357,335	Executive Di	\$34,833	\$41,304	2023
Greenwich Arts Council Inc	CT	\$328,339	Executive Di	\$115,000	\$109,875	2025
Allied Arts Of Whatcom County	WA	\$366,470	Executive Director	\$84,828	\$77,390	2025
Missoula Cultural Council	MT	\$371,037	Executive Dir.	\$78,110	\$88,069	2024
Bayou Regional Arts Council	LA	\$316,139	Exec Director	\$62,615	\$72,117	2024
Humboldt Arts Council Inc	CA	\$316,093	Executive Director	\$71,267	\$64,368	2024
West Valley Arts Council	AZ	\$315,816	Executive Di	\$70,000	\$72,496	2023
Milwaukee Artist Resource Network	WI	\$315,569	Executive Director	\$16,077	\$17,562	2024
Chicago Cultural Alliance	IL	\$374,863	Executive Dir.	\$80,927	\$83,218	2024
The Branson Arts Council Inc	MO	\$308,013	Executive Director	\$11,250	\$12,463	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Haywood County Arts Council Inc	NC	\$382,460	Executive Di	\$43,270	\$46,765	2024
Brooklyn Arts Music Academy	NC	\$385,194	Executive Di	\$47,480	\$49,992	2025
Riverside Arts Council	CA	\$389,080	Secretary/exedi	\$100,000	\$87,991	2025
Cultureworks	MI	\$298,348	Executive Di	\$61,257	\$64,429	2025
Queen Anne's County Arts Council	MD	\$297,108	Executive Director	\$71,726	\$70,140	2024
Central California Art League Inc	CA	\$390,680	Secretary	\$45,676	\$41,254	2024
Arts Council Of Greenwood County	SC	\$390,723	Executive Di	\$51,993	\$56,735	2024
Newton Cultural Alliance Inc	MA	\$391,524	Managing Director	\$50,000	\$48,385	2023
Golden Isles Arts & Humanities	GA	\$293,185	Executive Dir.	\$42,508	\$44,706	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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 \$531–\$165,017; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$343,839); for reference, expenses \$296,229 and assets \$461,342.

ROLE MATCH Katie Oliver, reported title "*Exec Director*", 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	43 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	43 rd

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 (Katie Oliver) 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 10, 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 \$53,158 is reasonable (approximately the 43rd 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 10, 2026.