

Bay Area Country Dance Society

Executive Director / CEO

EIN 942576366
 CA · NTEE A200
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alan Prince Winston, Executive Director / CEO** (\$1,694) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

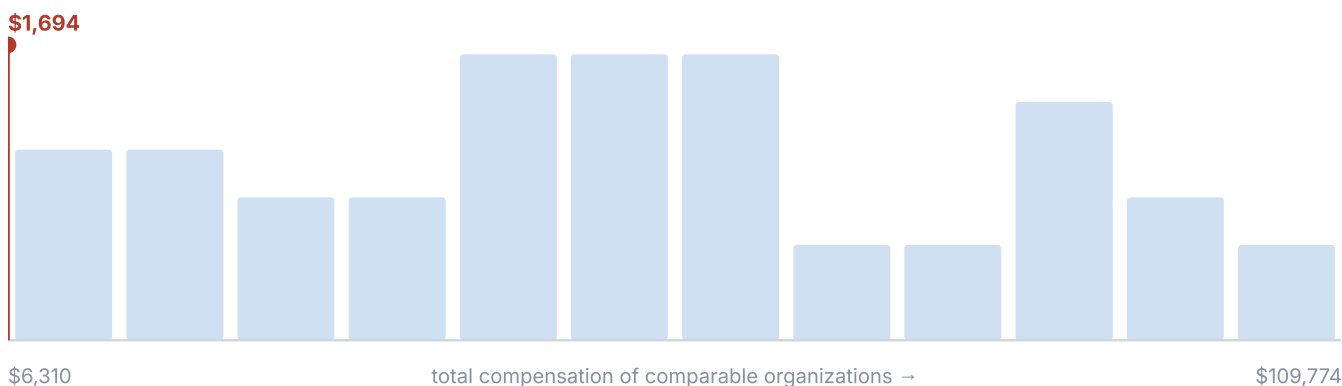
Benchmarked executive: Alan Prince Winston — reported title “Board Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A200).
BUDGET	Total revenue between \$277,087 and \$620,344 — 0.67x to 1.50x the subject's \$413,563 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A20) + CA + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,096	\$33,495	\$53,103	\$77,795	\$91,359	\$1,694
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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 CA 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
Borrego Art Institute	CA	\$417,523	Vice President	\$32,820	\$32,820	2024
Arhoolie Foundation	CA	\$420,830	Executive Dir.	\$60,451	\$62,237	2023
Arts Bridging The Gap	CA	\$406,175	Executive Director	\$50,708	\$52,206	2023
Backyard Kids Theater Inc	CA	\$433,929	Executive Dir.	\$50,000	\$50,000	2024
Bell Arts Factory	CA	\$392,272	Executive Director	\$62,972	\$64,832	2023
The Wonderseed Foundation	CA	\$379,075	Executive Direc	\$59,725	\$61,489	2023
Santa Barbara Arts Collaborative Inc	CA	\$375,574	Executive Dir.	\$92,700	\$92,700	2024
Topa Institute	CA	\$457,437	Ceo	\$109,298	\$109,298	2024
Danzantes Unidos De California	CA	\$369,632	Executive Director	\$50,000	\$48,711	2025
Diaspora Arts Connection Inc	CA	\$368,688	Executive Dir.	\$6,310	\$6,310	2024
We Players	CA	\$368,436	Artistic Director	\$55,000	\$55,000	2024
Friends Of The Big Fresno Fair	CA	\$465,674	Ceo	\$27,194	\$26,493	2025
The Summer Solstice Celebration Inc	CA	\$358,935	Executive Dir.	\$60,000	\$60,000	2024
Professional Numismatists Guild Inc	CA	\$468,503	Executive Director	\$83,948	\$83,948	2024
Herencia Mariachi Academy	CA	\$355,883	Instructor	\$80,458	\$80,458	2024
Push Dance Company	CA	\$472,448	Ceo	\$56,996	\$56,996	2024
Wide Open Walls	CA	\$352,334	President	\$72,000	\$74,127	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Do It For The Love	CA	\$348,176	Executive Director	\$109,774	\$109,774	2024
In A Perfect World	CA	\$347,735	Founder/pres	\$96,320	\$96,320	2024
Castroville Artichoke Festival Inc	CA	\$341,383	Executive Di	\$42,405	\$42,405	2024
Fu Xing College	CA	\$339,136	Ceo	\$43,000	\$41,892	2025
Adopt The Arts Foundation	CA	\$337,393	Co-exe Director	\$84,000	\$84,000	2024
Aguilas	CA	\$333,217	Executive Di	\$41,845	\$41,845	2024
The Leela Institute	CA	\$331,609	Ceo	\$85,750	\$85,750	2024
Opening Night Theater Inc	CA	\$331,424	Director	\$54,000	\$54,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 46 organizations. Compensation range \$6,310–\$109,774; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$413,563); for reference, expenses \$421,830 and assets \$227,205.

ROLE MATCH Alan Prince Winston, reported title "*Board Chair*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	2 nd
All sources (D + E + F), adjusted	0 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 (Alan Prince Winston) 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 46 similarly situated organizations (Same NTEE sector (A20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,694 is reasonable (approximately the 0th 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.