

# Riverside Arts Council

Executive Director / CEO

EIN 953265946

CA · NTEE A260

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rachael Dzikonski, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Rachael Dzikonski — reported title “Secretary/ExeDi”, 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 (A260).

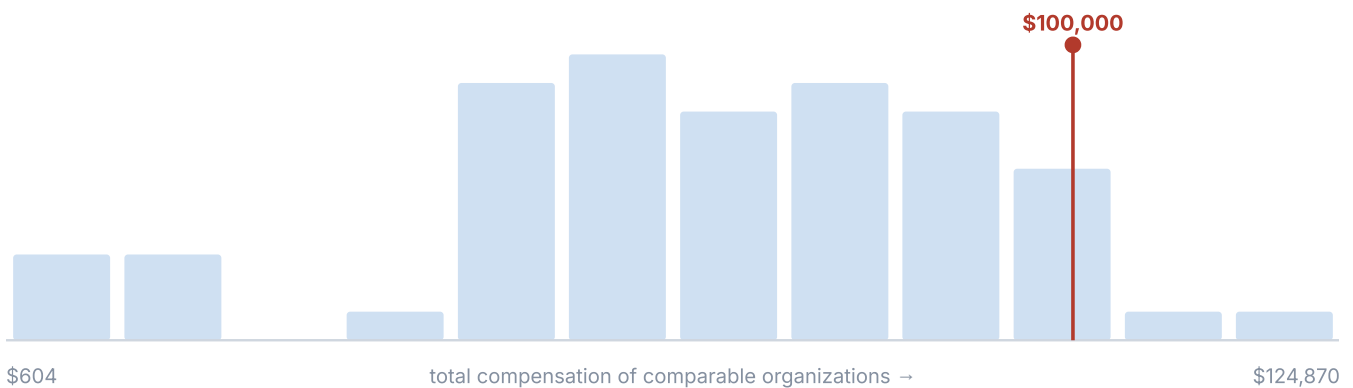
**BUDGET** Total revenue between \$260,683 and \$583,620 — 0.67x to 1.50x the subject's \$389,080 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A26), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography

→ **59** within the band from the benchmarked peer set.

## Distribution of comparable compensation



<b>\$32,381</b>	<b>\$48,874</b>	<b>\$67,794</b>	<b>\$84,316</b>	<b>\$99,348</b>	<b>\$100,000</b>
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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
<a href="#">Central California Art League Inc</a>	CA	\$390,680	Secretary	\$45,676	<b>\$46,885</b>	2024
<a href="#">Arts Council Of Greenwood County</a>	SC	\$390,723	Executive Di	\$51,993	<b>\$64,478</b>	2024
<a href="#">Newton Cultural Alliance Inc</a>	MA	\$391,524	Managing Director	\$50,000	<b>\$54,988</b>	2023
<a href="#">Brooklyn Arts Music Academy</a>	NC	\$385,194	Executive Di	\$47,480	<b>\$56,815</b>	2025
<a href="#">Monroe Council Of The Arts Corporation</a>	FL	\$395,461	Executive Director	\$91,700	<b>\$102,402</b>	2024
<a href="#">Haywood County Arts Council Inc</a>	NC	\$382,460	Executive Di	\$43,270	<b>\$53,147</b>	2024
<a href="#">Charleston Artist Guild</a>	SC	\$396,366	Business Manager/director	\$45,177	<b>\$56,025</b>	2024
<a href="#">The Arts Council Inc</a>	FL	\$398,339	Executive Director	\$66,018	<b>\$73,723</b>	2024
<a href="#">Chicago Cultural Alliance</a>	IL	\$374,863	Executive Dir.	\$80,927	<b>\$94,575</b>	2024
<a href="#">The Arts Council Of Pendleton Inc</a>	OR	\$406,602	Executive Direc	\$52,800	<b>\$60,008</b>	2023
<a href="#">Missoula Cultural Council</a>	MT	\$371,037	Executive Dir.	\$78,110	<b>\$100,088</b>	2024
<a href="#">Columbus Area Arts Council Inc</a>	IN	\$408,144	Executive Director	\$79,423	<b>\$99,562</b>	2024
<a href="#">Bare Hands Gallery Inc</a>	AL	\$411,590	Executive Director	\$52,790	<b>\$67,794</b>	2024
<a href="#">Allied Arts Of Whatcom County</a>	WA	\$366,470	Executive Director	\$84,828	<b>\$87,952</b>	2025
<a href="#">Bossier Arts Council</a>	LA	\$357,335	Executive Di	\$34,833	<b>\$46,941</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eastern Oregon Regional Arts Council</a>	OR	\$354,565	Executive Director	\$42,444	<b>\$46,854</b>	2024
<a href="#">McLean County Arts Center</a>	IL	\$424,947	Executive Di	\$74,000	<b>\$86,480</b>	2024
<a href="#">York Art Association Inc</a>	PA	\$426,433	Executive Di	\$56,165	<b>\$66,580</b>	2024
<a href="#">Greater Denton Arts Council Inc</a>	TX	\$351,567	Director	\$71,000	<b>\$86,919</b>	2023
<a href="#">Lancaster County Council Of The Arts</a>	SC	\$428,114	Executive Director	\$44,000	<b>\$54,565</b>	2024
<a href="#">Holland Area Arts Council</a>	MI	\$346,762	Secretary	\$15,538	<b>\$19,064</b>	2024
<a href="#">Vox Populi Inc</a>	PA	\$345,512	Executive Di	\$59,367	<b>\$72,454</b>	2023
<a href="#">Craftnow Philadelphia</a>	PA	\$345,464	Executive Director	\$90,913	<b>\$107,770</b>	2024
<a href="#">Umpqua Valley Arts Association</a>	OR	\$433,852	Executive Di	\$69,800	<b>\$77,053</b>	2024
<a href="#">Kodiak Baranof Productions Inc</a>	AK	\$343,839	Exec Director	\$53,158	<b>\$60,412</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 59 organizations. Compensation range \$604–\$124,870; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$389,080); for reference, expenses \$546,412 and assets \$454,527. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Rachael Dzikonski, reported title "*Secretary/ExeDi*", 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	98 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Rachael Dzikonski) 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 59 similarly situated organizations (Same NTEE sector (A26), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 93<sup>rd</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.