

Dorland Mountain Arts Colony

Executive Director / CEO

EIN 953786125

CA · NTEE A99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janice Cipriani-willis, Executive Director / CEO** (\$18,517) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

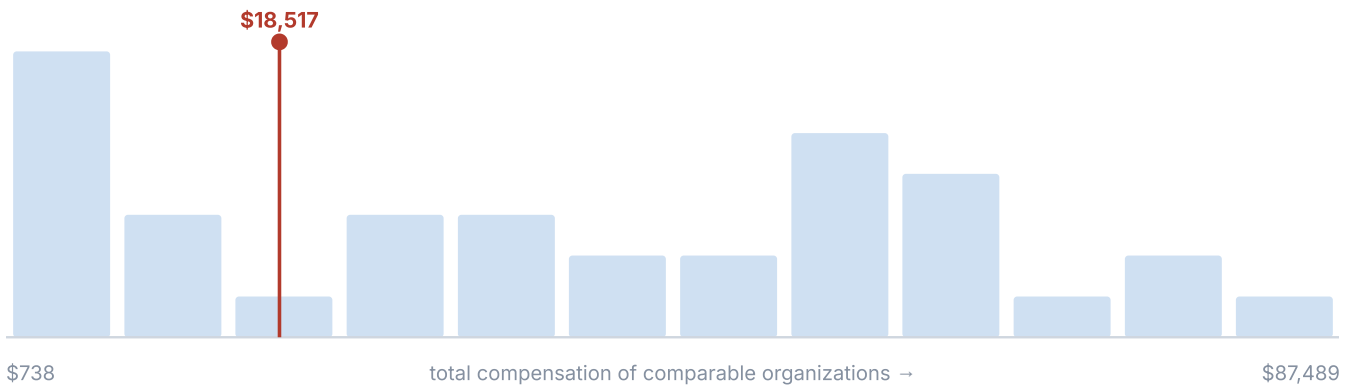
Benchmarked executive: Janice Cipriani-willis — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99Z).
BUDGET	Total revenue between \$93,734 and \$209,853 — 0.67x to 1.50x the subject's \$139,902 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,714	\$11,049	\$36,063	\$56,244	\$66,006	\$18,517
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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
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$49,163	2025
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$4,544	2024
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$738	2024
Praising Earth Inc	NM	\$152,879	President	\$25,200	\$31,388	2024
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$3,375	2024
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$60,485	2023
Gordon Education Initiatives For	TX	\$123,161	Executive Di	\$30,170	\$34,950	2024
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$40,344	2023
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,851	2023
Black Artistsdesigners Guildinc	NY	\$161,061	Exeucitive Director	\$52,000	\$54,416	2024
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,299	2024
Arts Center At Killingworth Inc	CT	\$163,927	Board Member / Trustee	\$7,852	\$8,526	2024
Center For Austin Independent Journalism	TX	\$115,103	Board Member	\$46,667	\$54,061	2024
Decentered Arts	CA	\$114,614	Treasurer	\$78,692	\$78,692	2024
Arthaus Inc	IA	\$165,898	Director	\$38,499	\$47,560	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Susquehanna Museum Of Havre De	MD	\$111,710	Executive Di	\$48,866	\$52,907	2024
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$56,853	2024
Columbus Cultural Heritage Foundation	MS	\$175,512	Ceo	\$5,115	\$6,597	2024
Textile Society Of America Inc	MD	\$101,200	Director At Large Communications	\$4,043	\$4,506	2023
South Haven Art Association	MI	\$179,004	Executive Di	\$43,125	\$51,549	2024
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$23,024	2023
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$11,878	2023
Remember The Triangle Fire Coalition	NY	\$192,817	Treasurer/project Financia	\$58,000	\$60,695	2024
Bridge Street Theatre Inc	NY	\$194,702	Artistic And Managing Director	\$10,000	\$10,773	2023
Dimensions Variable (Dv)	FL	\$198,940	Co-founder & Chair	\$21,754	\$23,667	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 34 organizations. Compensation range \$738–\$87,489; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$139,902); for reference, expenses \$177,395 and assets \$896,196.

ROLE MATCH Janice Cipriani-willis, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	29 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 (Janice Cipriani-willis) 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 34 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,517 is reasonable (approximately the 32nd 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.