

Dante Alighieri Society Of Massachusetts

Executive Director / CEO

EIN 042581774
 MA · NTEE A76Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Salvatore Bramante, Executive Director / CEO** (\$35,200) against the **2000** closest of **2,868** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

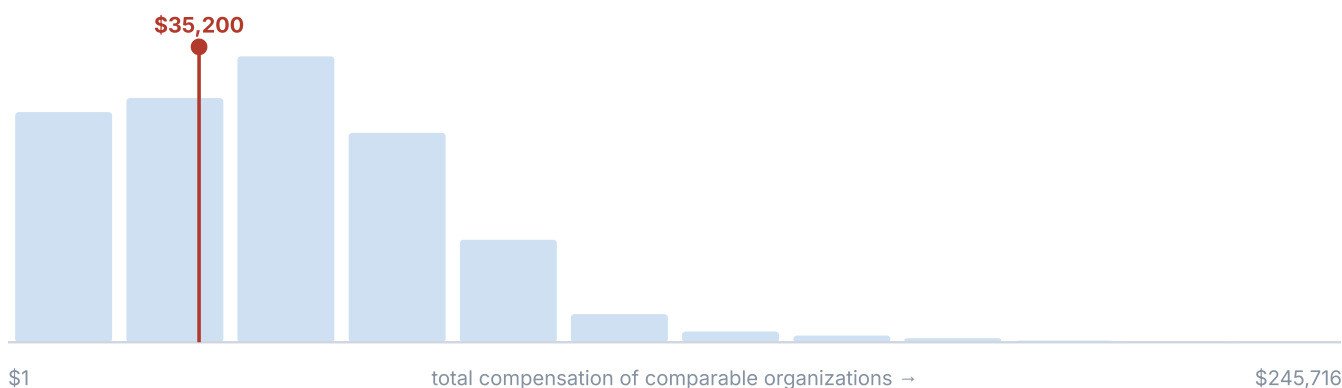
Benchmarked executive: Salvatore Bramante — reported title “VP ADMINISTRATION/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A76Z).
BUDGET	Total revenue between \$184,895 and \$413,946 — 0.67x to 1.50x the subject's \$275,964 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,868 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,053	\$25,677	\$47,564	\$67,236	\$87,982	\$35,200
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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 MA 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
Friends Of The Chief Foundation Inc	CO	\$275,989	Executive Director	\$9,500	\$11,397	2021
Robert & Ellen Haan Museum Of	IN	\$276,084	Administrati	\$28,138	\$33,021	2023
Bit Community Center Inc	MD	\$276,110	Executive Director & Ceo	\$65,360	\$66,049	2024
High Plains Heritage Society Inc	SD	\$275,804	Executive Director	\$68,805	\$82,078	2024
Pittsburgh Youth Chorus	PA	\$275,725	Executive Dir.	\$65,958	\$71,097	2024
The Whitesbog Preservation Trust Inc	NJ	\$276,286	Executive Dir.	\$58,000	\$55,974	2024
Bare Bait Dance	MT	\$275,622	Executive Di	\$30,001	\$34,955	2024
Boston Art Review Inc	MA	\$276,312	President	\$74,906	\$72,757	2024
South Carolina Summer Dance Conservatory	SC	\$275,580	Artistic Director/ceo	\$32,070	\$37,231	2023
Musical Arts Society Of New Orleans	LA	\$275,504	Executive Dir.	\$40,000	\$49,015	2023
Orion Art Center	MI	\$275,474	Executive Di	\$53,309	\$59,476	2024
Arts Council Of South Wood County	WI	\$275,457	Executive Director	\$50,000	\$54,988	2025
Revival Theatre Company	IA	\$276,486	Co-founder	\$6,000	\$7,311	2023
Soul To Sole Choreography	CA	\$276,490	Secretary	\$26,316	\$24,562	2024
People And Stories Gente Y Cuentos	NJ	\$276,496	Exec. Direct	\$69,731	\$67,295	2024
Metropolitan Ballet Theatre Inc	GA	\$275,350	Artistic Director	\$35,184	\$37,253	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charleston County Parks Foundation	SC	\$276,622	Executive Di	\$61,534	\$69,388	2024
Mitchell County Historical Society Inc	KS	\$275,305	Curator	\$38,734	\$45,231	2024
Pioneer Valley Symphony Inc	MA	\$275,255	Executive Director	\$38,750	\$38,750	2023
Heart & Soul	UT	\$276,697	Executive Di	\$59,886	\$66,250	2024
Arts Gowanus Inc	NY	\$276,709	Executive Director	\$109,928	\$107,369	2024
The Whitney Players Inc	CT	\$275,173	Vice-president	\$16,200	\$15,995	2025
Academy Of Criminal Sciences	MD	\$275,171	Exec. Dir.	\$77,000	\$77,811	2024
Melodic Movements Performing Arts Program Inc	DE	\$276,768	President	\$49,600	\$54,046	2023
Allentown Band Inc	PA	\$275,036	Director	\$12,423	\$13,391	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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 2000 organizations. Compensation range \$1–\$245,716; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$275,964); for reference, expenses \$208,442 and assets \$482,990.

ROLE MATCH Salvatore Bramante, reported title "VP ADMINISTRATION/DIRECTOR", 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.**

RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	35 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	34 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 (Salvatore Bramante) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,200 is reasonable (approximately the 35th 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.