

# The Peacock Players Inc

Executive Director / CEO

EIN 043707634

NH · NTEE A25

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Millar, Executive Director / CEO** (\$61,154) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

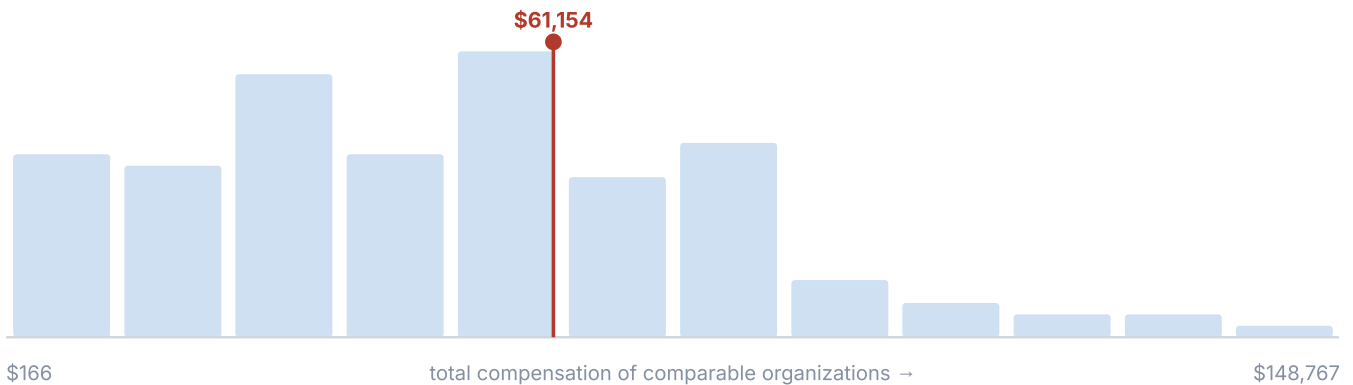
**Benchmarked executive:** Laura Millar — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$167,922 and \$375,945 — 0.67x to 1.50x the subject's \$250,630 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

**139** organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,370	\$27,665	\$48,919	\$69,343	\$84,769	\$61,154
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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 NH 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="#">Kalamazoo Book Arts Center</a>	MI	\$251,216	Director	\$40,000	<b>\$43,561</b>	2025
<a href="#">Active Cultures</a>	CA	\$249,844	Executive Director	\$74,250	<b>\$69,436</b>	2024
<a href="#">Art Access</a>	UT	\$248,757	Executive Director	\$72,081	<b>\$79,896</b>	2024
<a href="#">Girls Rock Charlotte</a>	NC	\$248,411	Executive Dir.	\$30,630	<b>\$35,288</b>	2023
<a href="#">North Fourth Art Center</a>	NM	\$247,942	Executive Dir.	\$67,964	<b>\$81,504</b>	2023
<a href="#">Belvedere Series</a>	VA	\$254,087	Artistic Director	\$33,000	<b>\$33,618</b>	2025
<a href="#">Be Frank Foundation</a>	CO	\$255,229	Managing Director	\$69,420	<b>\$74,219</b>	2023
<a href="#">Emerald Coast Honors Orchestra Foundation Inc</a>	FL	\$256,242	Secretary	\$3,900	<b>\$4,085</b>	2023
<a href="#">Bob Mizer Foundation</a>	CA	\$256,316	President	\$48,800	<b>\$45,636</b>	2024
<a href="#">Compass Arts Creativity Project Inc</a>	NY	\$244,567	Executive Director, Secretary	\$56,109	<b>\$54,910</b>	2024
<a href="#">The Institute For Art And Olfaction</a>	CA	\$257,075	Executive Director	\$43,650	<b>\$42,026</b>	2023
<a href="#">Stemarts Lab</a>	NM	\$243,395	Executive Di	\$37,507	<b>\$43,689</b>	2024
<a href="#">Miano Academy Of Art Inc</a>	FL	\$257,897	President Non Voting Member	\$68,771	<b>\$69,967</b>	2024
<a href="#">Borealis Art Guild</a>	MN	\$259,168	Director	\$8,000	<b>\$8,814</b>	2023
<a href="#">Photography Without Borders Inc</a>	PA	\$260,386	Executive Di	\$83,559	<b>\$92,909</b>	2023
<a href="#">Greenwich Art Society Inc</a>	CT	\$260,507	President, Managing Direct	\$56,260	<b>\$57,128</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Utah Youth Symphony Orchestra Assoc</a>	UT	\$260,676	Board Chair	\$3,290	<b>\$3,754</b>	2023
<a href="#">Hunakai Studio Of Fine Arts Inc</a>	MA	\$261,687	President	\$64,649	<b>\$64,775</b>	2023
<a href="#">Southwest Music Education Association</a>	CA	\$262,512	President	\$6,000	<b>\$5,466</b>	2025
<a href="#">Destination Art</a>	CA	\$237,453	Treasurer	\$4,428	<b>\$4,263</b>	2023
<a href="#">B H Foxy Foundation Inc</a>	CA	\$235,814	Chair/executive Director	\$55,708	<b>\$52,096</b>	2024
<a href="#">Academy Of Music Outreach</a>	CA	\$265,455	Executive Director	\$84,000	<b>\$80,874</b>	2023
<a href="#">Professional Artistic Research Projects</a>	OH	\$265,853	Executive Director	\$42,000	<b>\$48,176</b>	2024
<a href="#">Mountain Time Arts</a>	MT	\$266,610	Executive Dir.	\$86,068	<b>\$103,444</b>	2023
<a href="#">Chris Babcock Art Prep</a>	CA	\$267,281	President	\$64,835	<b>\$60,632</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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** 139 organizations. Compensation range \$166–\$148,767; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$250,630); for reference, expenses \$341,158 and assets \$228,669.

**ROLE MATCH** Laura Millar, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	65 <sup>th</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 (Laura Millar) 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 139 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,154 is reasonable (approximately the 68<sup>th</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.