

The Opera Foundation Inc

Executive Director / CEO

EIN 133377138

NY · NTEE A6AJ

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Walbroel, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **1560** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Elizabeth Walbroel — reported title “Exec. Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

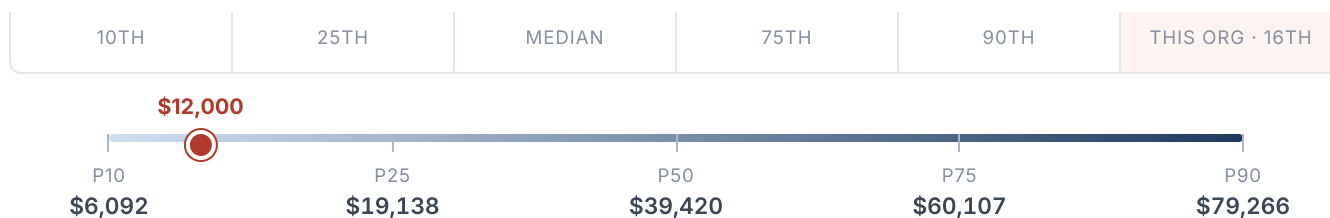
SECTOR	Organizations sharing the subject's NTEE classification (A6AJ).
BUDGET	Total revenue between \$114,268 and \$255,825 — 0.67x to 1.50x the subject's \$170,550 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,560 organizations qualified on sector, size, and geography → **1,560** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,092	\$19,138	\$39,420	\$60,107	\$79,266	\$12,000
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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 NY 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
Tunefoolery Music Inc	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	\$12,652	2025
Arizona Citizens For The Arts	AZ	\$170,457	Ceo	\$105,000	\$111,751	2024
Women In The Arts Inc National Womens	IL	\$170,731	President	\$2,800	\$3,137	2023
Lucky Plush Productions	IL	\$170,279	Secretary	\$3,443	\$3,649	2025
Topeka Civic Theatre	KS	\$170,265	Secretary/tr	\$14,777	\$17,667	2024
St Marys Music Academy	NC	\$170,173	Director	\$33,000	\$37,734	2024
Shelby County Historical Society	IN	\$171,028	Executive Dir.	\$43,269	\$50,496	2024
Space Shuttle Exhibition Gallery	WA	\$170,000	Ceo, Museum Of Flight Fdn	\$34,413	\$34,096	2024
The Coleman Chamber Music Association	CA	\$171,101	Executive Director	\$85,273	\$81,486	2024
Great Bridge Battlefield	VA	\$169,994	Executive Director	\$63,907	\$70,303	2023
Public Trust	PA	\$169,980	Executive Director And Ex Officio	\$25,000	\$27,590	2024
Indexical Inc	CA	\$171,200	Executive Di	\$48,954	\$46,780	2024
Fundacion Nacional Para La Cultura Popular	PR	\$169,885	Administratrор	\$9,000	\$9,000	2024
Hammond Cultural Foundation Inc	LA	\$171,408	Executive Di	\$47,515	\$57,900	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Columbus Ohio Firefighters Museum Inc	OH	\$171,440	Executive Director	\$33,000	\$38,680	2024
88 International Corp	NY	\$171,603	President	\$23,650	\$23,650	2024
Clarke County Historical Society	AL	\$169,305	Museum Director And Coordinator	\$38,275	\$44,580	2025
Alamosa Chamber Of Commerce	CO	\$171,865	Executive Dir.	\$54,590	\$59,638	2023
Vicksburg Foundation For Historic Preservation	MS	\$169,122	Executive Director	\$65,742	\$78,940	2025
Walking Shadow Theatre Company	MN	\$169,065	Executive Director	\$6,500	\$6,924	2025
Tri-motor Heritage Foundation	OH	\$169,054	Curator	\$30,000	\$36,202	2023
Carpinteria Valley	CA	\$172,123	Exec Dir & C	\$95,610	\$91,364	2024
Kentucky Derby Festival Foundation	KY	\$172,234	President & Ceo	\$10,580	\$12,579	2024
Dance Wisconsin Inc	WI	\$172,236	Director	\$5,200	\$5,855	2025
Appalachian Arts Craft Center Inc	TN	\$168,701	Executive Director	\$48,115	\$55,969	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **1560** organizations. Compensation range \$23–\$317,106; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$170,550); for reference, expenses \$160,952 and assets \$82,987.
ROLE MATCH	Elizabeth Walbroel, reported title "Exec. Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	59 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	29 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	16 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	15 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 (Elizabeth Walbroel) 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 1560 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 16th 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.