

# Amazing Things Arts Center Inc

Executive Director / CEO

EIN 201332310

MA · NTEE A60

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Janelle Codianni, Executive Director / CEO** (\$67,234) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Janelle Codianni — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A60).

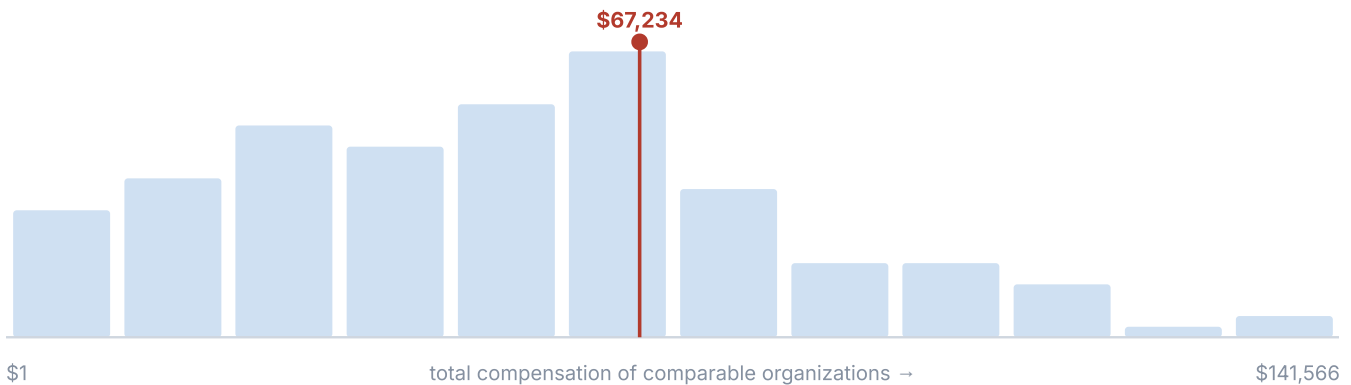
**BUDGET** Total revenue between \$239,688 and \$536,616 — 0.67x to 1.50x the subject's \$357,744 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

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

→ **150** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,956

\$28,629

\$53,298

\$70,113

\$93,959

\$67,234



## ● 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
<a href="#">Holy City Arts &amp; Lyric Opera</a>	SC	\$357,749	General Dire	\$34,490	<b>\$40,041</b>	2024
<a href="#">Studio 1</a>	NC	\$356,006	Executive Dir.	\$60,100	<b>\$69,105</b>	2024
<a href="#">Alive &amp; Kickin</a>	MN	\$360,111	Executive Director	\$64,500	<b>\$73,019</b>	2023
<a href="#">Shakespeare At A Nj Nonprofit Corporatio</a>	NJ	\$355,121	Artistic Director	\$18,958	<b>\$18,836</b>	2024
<a href="#">Sc New Play Festival Inc</a>	SC	\$354,165	Executive Artistic Director	\$30,000	<b>\$33,931</b>	2025
<a href="#">Strike Anywhere Inc</a>	NY	\$362,504	Artistic Dir.	\$52,498	<b>\$52,791</b>	2024
<a href="#">American Theater Group</a>	NJ	\$362,732	Artistic Dir	\$60,000	<b>\$59,614</b>	2024
<a href="#">Ladies Of Hip-hop Festival</a>	NJ	\$363,054	Executive Director	\$13,700	<b>\$14,014</b>	2023
<a href="#">Lovegood Performing Arts Company</a>	OR	\$363,379	President	\$12,160	<b>\$12,937</b>	2023
<a href="#">Impact Arts Inc</a>	TX	\$350,870	Chief Operating Officer	\$17,500	<b>\$20,056</b>	2023
<a href="#">Cleveland Arts Prize</a>	OH	\$350,187	Executive Di	\$43,896	<b>\$51,738</b>	2024
<a href="#">Thomasville Entertainment</a>	GA	\$365,778	Executive Dir.	\$35,700	<b>\$38,916</b>	2025
<a href="#">Little Globe Inc</a>	NM	\$348,773	Co-director	\$50,250	<b>\$61,921</b>	2023
<a href="#">Arcadia Performing Arts Inc</a>	PA	\$348,016	Executive Director	\$39,800	<b>\$44,168</b>	2024
<a href="#">Aloha Performing Arts Company</a>	HI	\$347,681	Past Preside	\$77,666	<b>\$79,665</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sunfest Of Palm Beach County Inc</a>	FL	\$368,350	Executive Director	\$117,990	<b>\$120,169</b>	2025
<a href="#">Bembe Drum &amp; Dance Inc</a>	WI	\$369,420	Int. Exec. D	\$28,323	<b>\$32,917</b>	2024
<a href="#">The Stars Of Tomorrow Project Inc</a>	NY	\$344,741	Director	\$69,000	<b>\$69,385</b>	2024
<a href="#">Chelsea Music Festival Corporation</a>	NY	\$344,365	Director	\$10,000	<b>\$10,056</b>	2024
<a href="#">Shine On Performing Arts</a>	TX	\$371,248	President Of Board & Executive Artistic Director	\$40,019	<b>\$44,548</b>	2024
<a href="#">Teatro Experimental Yerbabruja Inc</a>	NY	\$371,539	Executive Director	\$100,000	<b>\$100,558</b>	2024
<a href="#">Newport Opera House Association</a>	NH	\$340,825	Executive Director	\$53,500	<b>\$54,973</b>	2024
<a href="#">Prescott Circus Theatre</a>	CA	\$374,696	Executive Dir.	\$60,738	<b>\$58,365</b>	2024
<a href="#">Blue Water Theatre Company</a>	MN	\$340,562	Managing Director	\$55,000	<b>\$60,478</b>	2024
<a href="#">Authentic Community Theatre Inc</a>	MD	\$339,283	President	\$33,950	<b>\$36,365</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **150** organizations. Compensation range \$1–\$141,566; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$357,744); for reference, expenses \$636,354 and assets \$234,906. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Janelle Codianni, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	70 <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 (Janelle Codianni) 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 150 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,234 is reasonable (approximately the 71<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.