

Lyric Opera Of The North

Executive Director / CEO

EIN 201896591

MN · NTEE A6A

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Lawrence, Executive Director / CEO** (\$45,600) against the **2000** closest of **2,698** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

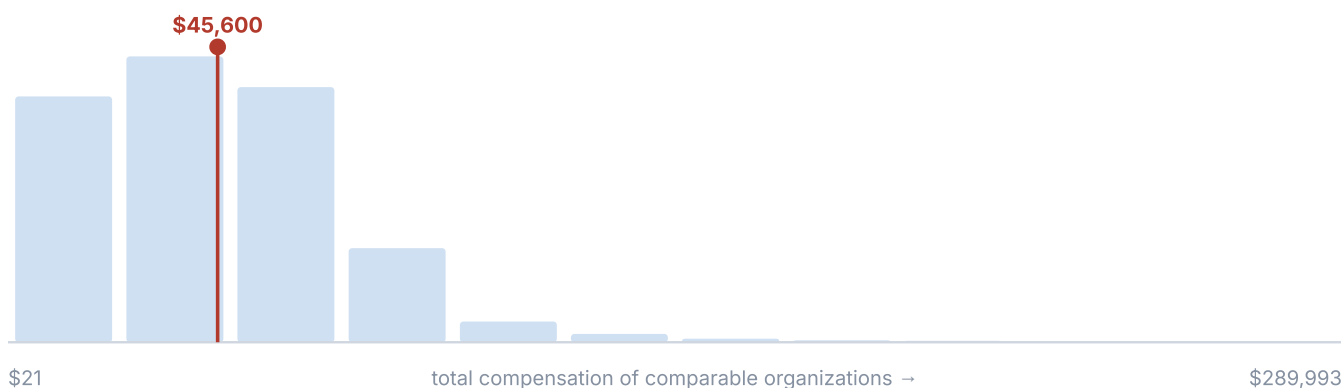
Benchmarked executive: Sarah Lawrence — reported title “ARTISTIC DIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6A).
BUDGET	Total revenue between \$169,759 and \$380,058 — 0.67x to 1.50x the subject's \$253,372 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,698 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,944	\$22,312	\$41,728	\$60,983	\$79,533	\$45,600
---------	----------	----------	----------	----------	-----------------



● 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 MN 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
Screamfest Horror Film Festival	CA	\$253,413	Co-director	\$41,600	\$37,428	2023
Circo Zero	CA	\$253,415	Artistic Director/treasurer	\$46,100	\$40,286	2024
Lincoln Crossroads Festival	NE	\$253,480	Board President	\$2,200	\$2,465	2023
Schaumburg On Stage	IL	\$253,256	Program Dire	\$6,587	\$6,554	2024
Community School Of The Arts	TN	\$253,244	Executive Director	\$80,738	\$85,888	2024
Oklahomans For The Arts Inc	OK	\$253,218	Executive Di	\$65,000	\$72,435	2024
Imperial Calcasieu Museum Inc	LA	\$253,539	Executive Dir.	\$50,000	\$57,365	2023
Museum Of The San Ramon Valley	CA	\$253,557	Executive Dir	\$51,618	\$46,441	2023
Arlington Artists Alliance	VA	\$253,157	Exec Dir	\$61,352	\$59,951	2024
Mariachi Womens Foundation	CA	\$253,146	Executive Dir.	\$50,000	\$44,985	2023
Standing Bear Native American Foundation Inc	OK	\$253,128	Executive Director	\$7,200	\$8,024	2024
Artcore Inc	WY	\$253,622	Executive Director	\$19,800	\$20,905	2025
Reckoning Inc	KY	\$253,107	President Executive Director	\$66,950	\$74,945	2023
Denver Architecture Foundation	CO	\$253,046	Executive Dir.	\$66,975	\$66,913	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brasarte The Damasceno Brazilian Cultural Exchange	CA	\$253,770	Executive Director	\$11,500	\$9,791	2025
Common Ground Theatre	CA	\$252,965	Artist Director	\$30,280	\$26,461	2024
Agritech Institute For Small	VT	\$253,817	Secretary, T	\$168,494	\$171,634	2024
Taylor County History Center	TX	\$252,908	Executive Director	\$71,308	\$72,188	2024
Destination Downtown Lancaster Inc	OH	\$252,889	Executive Di	\$69,150	\$76,311	2023
Lake Washington Symphony Orche	WA	\$253,894	President	\$5,000	\$4,530	2024
Alexander Academy Performing	HI	\$253,930	President	\$20,205	\$18,307	2024
Oconee Cultural Arts Foundation Inc	GA	\$254,029	Executive Di	\$11,735	\$11,941	2024
Belvedere Series	VA	\$254,087	Artistic Director	\$33,000	\$31,415	2025
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$88,674	2024
Arts In Motion Studio West Michigan	MI	\$252,632	Executive Director	\$52,000	\$54,318	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 \$21–\$289,993; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$253,372); for reference, expenses \$327,111 and assets \$26,000.
ROLE MATCH	Sarah Lawrence, reported title "ARTISTIC DIR", 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	50 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	52 nd

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 (Sarah Lawrence) 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 \$45,600 is reasonable (approximately the 54th 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.