

Opera Company Of Middlebury

Executive Director / CEO

EIN 201993530
 VT · NTEE A6A
 FY ending 2024-10-31
 June 9, 2026

This analysis benchmarks the total compensation of **Allison Steinmetz, Executive Director / CEO** (\$27,750) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Allison Steinmetz — reported title “Administrative Director eff 11/2023 end 3/2024”, 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 \$212,830 and \$476,485 — 0.67x to 1.50x the subject's \$317,657 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6A), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,434	\$9,554	\$44,766	\$62,826	\$71,109	\$27,750
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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 VT 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
The Opera Atelier Inc	FL	\$304,193	Executive Director	\$21,580	\$20,736	2023
Nova Center For The Performing Arts	MT	\$335,164	Executive Director	\$43,417	\$45,299	2025
Opera On The James	VA	\$349,600	General Director	\$72,000	\$71,109	2023
Painted Sky Opera Inc	OK	\$281,869	Trustee	\$6,600	\$7,434	2023
Opera In Williamsburg Inc	VA	\$265,950	Music Director	\$8,500	\$8,154	2024
Opera Roanoke	VA	\$380,673	General Dire	\$63,614	\$62,826	2023
Lyric Opera Of The North	MN	\$253,372	Artistic Dir	\$45,600	\$44,766	2024
Pocket Opera Inc	CA	\$391,868	General Director	\$50,400	\$44,516	2023
Opera Louisiane Inc	LA	\$397,792	General Director & Ceo	\$54,856	\$60,012	2024
New York Chinese Opera Society Inc	NY	\$233,964	Executive Managing Directo	\$7,100	\$6,563	2023
Southland Sings	CA	\$229,213	President	\$32,866	\$27,469	2025
Teatro Grattacielo Inc	NY	\$406,756	General And Artistic Director	\$60,000	\$53,866	2024
Wichita Grand Opera Inc	KS	\$407,537	General Director	\$65,743	\$72,649	2023
Florida Grand Opera Inc	FL	\$225,354	General Director, Ceo (Thru 10/2023)	\$241,986	\$225,854	2024
Baltimore Concert Opera Inc	MD	\$413,560	Artistic And General Director	\$60,547	\$56,239	2024
Pacific Musicworks	WA	\$217,957	Artistic Director	\$5,476	\$4,871	2024
Charleston Opera Theater Inc	SC	\$424,145	Executive Artistic Directo	\$8,950	\$9,037	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cedar Rapids Opera Theatre	IA	\$450,651	Ex Officio B	\$66,090	\$70,042	2025
Washington National Opera	DC	\$450,793	General Director	\$50,907	\$44,383	2024
Opera Festival Of Chicago	IL	\$457,892	Treasurer	\$9,500	\$9,554	2023
Pella Opera House Commission	IA	\$466,464	Executive Director	\$62,500	\$69,998	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	21 organizations. Compensation range \$4,871–\$225,854; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$317,657); for reference, expenses \$366,896 and assets \$210,750.
ROLE MATCH	Allison Steinmetz, reported title <i>"Administrative Director eff 11/2023 end 3/2024"</i> , 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	38 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	38 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 (Allison Steinmetz) 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 21 similarly situated organizations (Same NTEE sector (A6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,750 is reasonable (approximately the 38th 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.