

The Nola Project Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Monica Harris Started On, Executive Director / CEO** (\$8,177) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

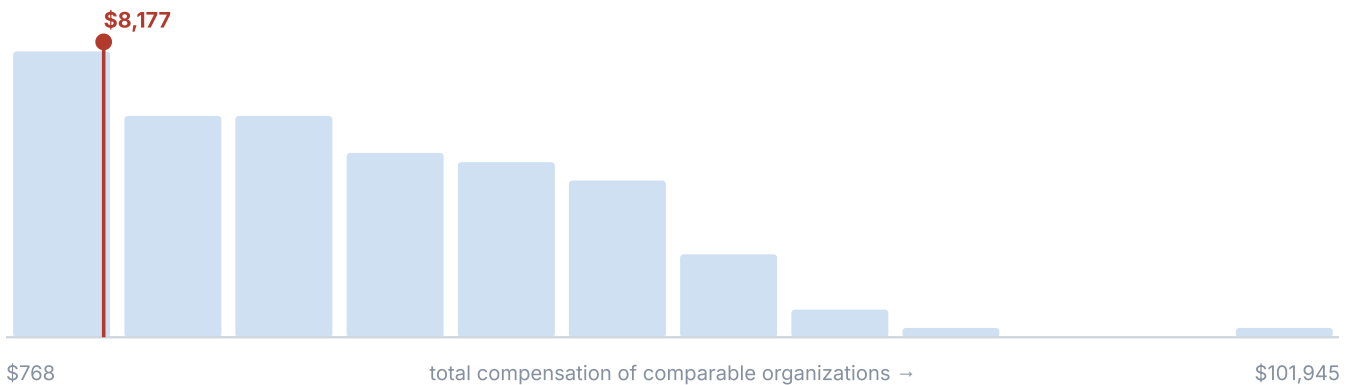
Benchmarked executive: Monica Harris Started On — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$118,555 and \$265,423 — 0.67x to 1.50x the subject's \$176,949 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,738	\$10,496	\$23,745	\$40,399	\$50,976	\$8,177
---------	----------	----------	----------	----------	---------



● 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 LA 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
Dunes Art Foundation Inc	IN	\$176,991	Managing Dir	\$2,000	\$1,915	2024
Iron Crow Theatre Company Inc	MD	\$177,985	Director	\$3,620	\$2,995	2025
Oak Park River Forest Civic Theatre	IL	\$175,886	Managing Director	\$28,501	\$25,446	2024
Orange Park Community Theatre Inc	FL	\$178,121	President	\$900	\$768	2024
Marva Theater Performing Arts Center Inc	MD	\$175,093	Theater Manager	\$21,333	\$18,647	2023
Whidbey Childrens Theater	WA	\$174,519	Executive Director	\$37,000	\$30,972	2023
State Theatre Company	TX	\$179,853	Secretary/ceo	\$9,664	\$8,779	2024
Ohlook Performing Arts Center Inc	TX	\$173,927	Educational And Creative Director	\$36,000	\$32,704	2024
Jion Academy	CA	\$180,108	President	\$9,900	\$7,763	2024
Heartwood Regional Theater Company	ME	\$181,076	Executive Director	\$55,000	\$48,726	2025
Lucky Plush Productions	IL	\$170,279	Secretary	\$3,443	\$2,995	2025
Origin Theatre Company Inc	NY	\$184,758	Artistic Dir	\$67,500	\$57,029	2023
My Nose Turns Red Theatre Company	KY	\$167,457	Executive Director	\$43,720	\$42,657	2024
Childrens Theatre Of Houston	TX	\$167,263	Officer	\$44,584	\$40,502	2024
Friends Of Hart Inc	OR	\$187,904	President	\$15,250	\$12,530	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Create Latino Cultural Center Corp	FL	\$188,130	Director	\$60,000	\$51,188	2024
Off The Wall Productions	PA	\$188,494	Executive Ar	\$5,627	\$5,246	2023
North Canton Playhouse	OH	\$189,127	Executive Director	\$27,490	\$26,442	2024
Calliope Productions Incorporated	MA	\$163,408	President	\$15,000	\$12,603	2023
Rubber City Shakespeare Company	OH	\$190,570	Ex-officio	\$11,843	\$11,391	2024
Margret And Ha Rey Center Inc	NH	\$190,958	Director	\$56,160	\$47,093	2024
Uptown Theater For Creative Arts Inc	NY	\$192,481	Executive Director	\$16,375	\$13,835	2023
Bay Area Theatresports	CA	\$160,135	Executive Dir.	\$69,401	\$54,424	2024
Running To Places Theatre Company Ltd	NY	\$194,342	Resident Director	\$31,552	\$25,893	2024
Bricolage	PA	\$194,428	Principal Creative & Co-fo	\$58,112	\$54,183	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **149** organizations. Compensation range \$768–\$101,945; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$176,949); for reference, expenses \$164,156 and assets \$84,400.

ROLE MATCH	Monica Harris Started On, reported title "EXECUTIVE DIRECTOR", 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	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	19 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	18 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 (Monica Harris Started On) 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 149 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,177 is reasonable (approximately the 19th 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.