

Unison Learning Center Inc

Executive Director / CEO

EIN 222134692

NY · NTEE A600

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Faheem Haider, Executive Director / CEO** (\$63,000) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70th** percentile of comparable organizations within the typical range

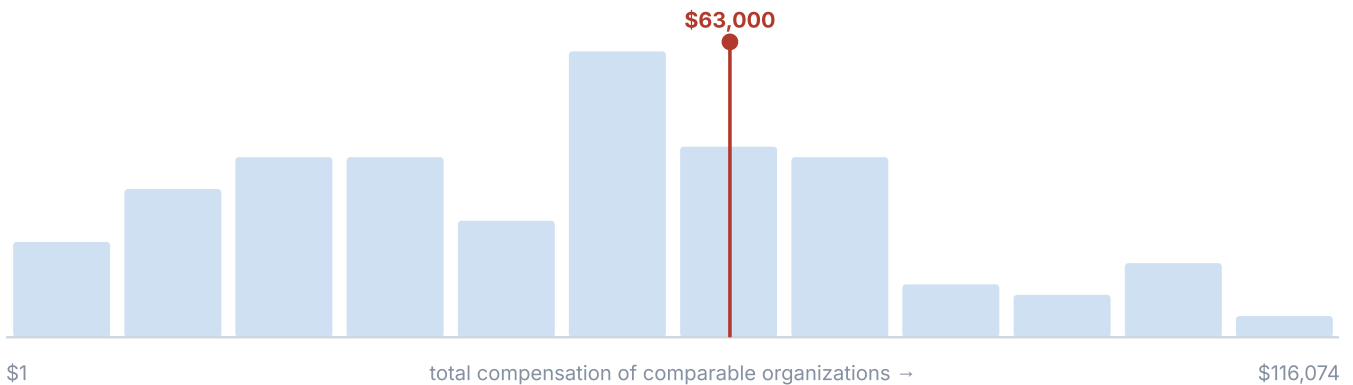
Benchmarked executive: Faheem Haider — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A600).
BUDGET	Total revenue between \$219,001 and \$490,302 — 0.67x to 1.50x the subject's \$326,868 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,367	\$27,580	\$50,734	\$66,349	\$82,185	\$63,000
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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
Odyssey Opera Of Boston Inc	MA	\$327,762	Executive Director	\$106,167	\$105,578	2023
Sino Us Performing Arts Organization	CA	\$327,781	Secretary	\$62,699	\$59,915	2023
Crossroads Creative & Performing Arts	OR	\$327,878	Executive Director	\$63,167	\$64,917	2023
North Bay Theatrics Inc	CA	\$328,366	President	\$64,408	\$61,548	2023
Staibdance Inc	GA	\$328,628	Admin Director	\$40,000	\$43,231	2024
Rocky Mountain Ballet Theatre	MT	\$324,315	Associate Dir.	\$30,000	\$34,760	2024
Texan-french Alliance For The Arts	TX	\$329,894	Executive Director	\$83,999	\$92,987	2023
Teadra Productions	CA	\$323,308	President &	\$60,000	\$54,255	2025
Childrens Legacy Theatre Inc	DC	\$322,058	Executive Director	\$51,970	\$49,021	2024
Bower Center For The Arts	VA	\$321,721	Executive Director	\$63,750	\$66,164	2024
Mishpachah Inc	OH	\$321,109	Director	\$60,911	\$71,395	2023
Danceast Collective	TN	\$334,000	Executive Director	\$1	\$1	2025
Sandglass Center For Puppetry & Theater Research Ltd	VT	\$318,179	Board Member And Artistic Director	\$37,556	\$41,833	2023
7th Street Theatre Association	WA	\$335,673	Prior Manager	\$18,601	\$18,430	2023
Forces Of Nature Inc	NY	\$336,324	President	\$24,400	\$23,089	2025
Ztp	MN	\$337,220	Executive Artistic Director	\$62,150	\$67,961	2023
Arts For Kids Inc	NJ	\$316,270	Executive Director	\$57,868	\$54,105	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Atlanta Dance Theatre Inc	GA	\$315,215	Artistic Dir	\$65,078	\$70,336	2024
Yes And Collaborative Arts	PA	\$314,678	Executive Director	\$32,490	\$34,827	2024
Authentic Community Theatre Inc	MD	\$339,283	President	\$33,950	\$35,125	2023
Performing Arts Academy Of New	TX	\$313,628	Chairman	\$29,996	\$32,252	2024
Blue Water Theatre Company	MN	\$340,562	Managing Director	\$55,000	\$58,417	2024
Newport Opera House Association	NH	\$340,825	Executive Director	\$53,500	\$53,100	2024
Reno Dance Company	NV	\$311,005	Executive Director	\$15,000	\$16,162	2024
Xelias Aerial Arts Studio	MN	\$309,842	Executive Director	\$96,000	\$99,335	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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	148 organizations. Compensation range \$1–\$116,074; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$326,868); for reference, expenses \$354,007 and assets \$162,549.
ROLE MATCH	Faheem Haider, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	70 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	70 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 (Faheem Haider) 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 148 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 70th 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.