

# Sing Stark Inc

Executive Director / CEO

EIN 237017393  
 OH · NTEE A6A0  
 FY ending 2024-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Carol Olson, Executive Director / CEO** (\$49,500) against **every comparable organization** that fit the selection criteria — **465** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Carol Olson — 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 (A6A0).
BUDGET	Total revenue between \$59,768 and \$133,810 — 0.67x to 1.50x the subject's \$89,207 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**465** organizations qualified on sector, size, and geography → **465** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,085	\$8,931	\$20,984	\$39,450	\$53,634	<b>\$49,500</b>
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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 OH 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="#">Peaceweavers Inc</a>	NY	\$89,254	President	\$24,100	<b>\$20,561</b>	2024
<a href="#">Koshare Indian Museum Inc</a>	CO	\$89,322	Manger	\$50,000	<b>\$45,266</b>	2024
<a href="#">Childrens Chorus Of Collin County</a>	TX	\$89,323	Director	\$12,500	<b>\$11,806</b>	2024
<a href="#">Berkeley Architectural Heritage Association</a>	CA	\$88,893	Executive Director	\$33,500	<b>\$27,312</b>	2024
<a href="#">Moclips By The Sea Historical Society</a>	WA	\$88,622	Director/curator	\$4,500	<b>\$3,804</b>	2024
<a href="#">New Music Works</a>	CA	\$89,810	Artistic Dir.	\$15,600	<b>\$13,094</b>	2023
<a href="#">Dorothy Ramon Learning Center Inc</a>	CA	\$88,488	Editor, Ushkana Press	\$57,722	<b>\$48,449</b>	2023
<a href="#">Paper Circle</a>	OH	\$89,941	Executive Dir	\$19,215	<b>\$19,783</b>	2023
<a href="#">Australian International Screen</a>	FL	\$89,964	Executive Director	\$121,541	<b>\$107,802</b>	2024
<a href="#">Gallery 110</a>	WA	\$89,994	Director	\$38,307	<b>\$33,337</b>	2023
<a href="#">Roanoke Symphony Foundation</a>	VA	\$88,394	Executive Dir.	\$1,166	<b>\$1,063</b>	2024
<a href="#">Western Maine Play Museum</a>	ME	\$88,376	Executive Di	\$22,077	<b>\$20,872</b>	2024
<a href="#">Jack Oconnor Hunting Heritage &amp;</a>	ID	\$90,074	Secretary	\$1,583	<b>\$1,590</b>	2024
<a href="#">Spokane Chamber Music Association</a>	WA	\$90,126	Marketing Director	\$11,100	<b>\$9,383</b>	2024
<a href="#">Valentina Kozlova Dance Foundation Inc</a>	NY	\$88,106	Ceo & Chairman	\$13,202	<b>\$11,263</b>	2024
<a href="#">Palacios House Of Arts</a>	LA	\$88,100	Executive Director	\$19,123	<b>\$20,468</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">509 Cultural Center</a>	CA	\$88,051	Co-executive Director	\$50,000	<b>\$40,764</b>	2024
<a href="#">Apples And Oranges Arts Inc</a>	CA	\$90,438	Artistic Director	\$137,245	<b>\$111,892</b>	2024
<a href="#">Prime Productions</a>	MN	\$90,454	Co-artistic	\$7,500	<b>\$6,997</b>	2024
<a href="#">Viva Performing Arts Inc</a>	IL	\$90,455	Secretary/treasurer	\$27,515	<b>\$25,540</b>	2024
<a href="#">Fannie Lou Hamer Institute Of Advocacy &amp; Social Action</a>	NC	\$90,500	President	\$45,000	<b>\$43,900</b>	2024
<a href="#">Morning Star News International Inc</a>	CA	\$87,895	President & Ceo	\$46,000	<b>\$38,611</b>	2023
<a href="#">Colonial Theater Inc</a>	ME	\$90,527	Executive Director	\$30,000	<b>\$29,200</b>	2023
<a href="#">Crawford Family Historical Museum Inc</a>	TX	\$87,830	Secretary-treasurer	\$29,952	<b>\$29,124</b>	2023
<a href="#">Alex Haley Museum Association</a>	TN	\$90,663	Site Manager	\$22,000	<b>\$21,834</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	<b>465</b> organizations. Compensation range \$1–\$420,873; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$89,207); for reference, expenses \$108,251 and assets \$95,923.
ROLE MATCH	Carol Olson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	83 <sup>rd</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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 (Carol Olson) 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 465 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,500 is reasonable (approximately the 86<sup>th</sup> 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.