

# Squonk Opera Inc

Executive Director / CEO

EIN 251875780

PA · NTEE A65

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jackie Dempsey, Executive Director / CEO** (\$87,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jackie Dempsey — reported title "CO-EXECUTIVE DIRECTOR/SECRETARY", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A65).

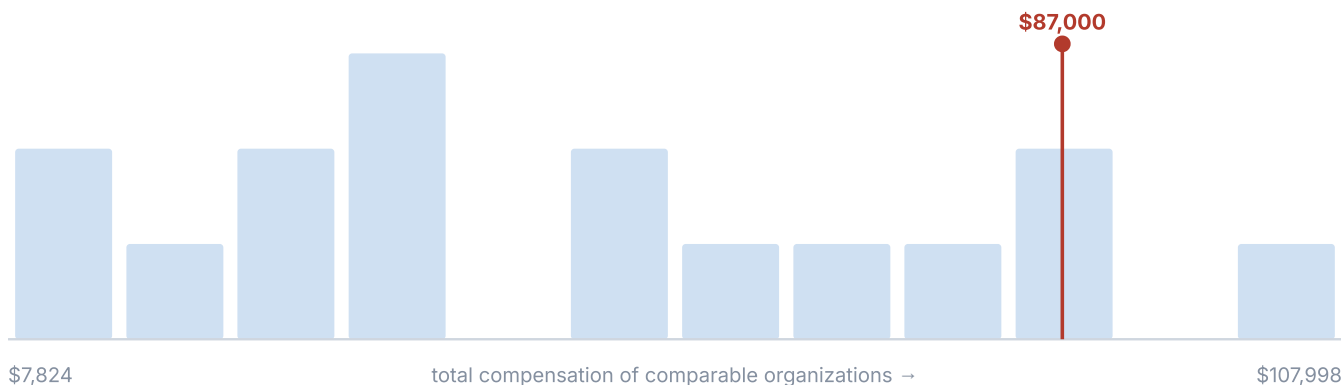
**BUDGET** Total revenue between \$295,139 and \$660,759 — 0.67x to 1.50x the subject's \$440,506 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65) + PA + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,615	\$32,108	\$44,167	\$74,250	\$86,185	\$87,000
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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 PA 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="#">Macguffin Theatre And Film Company</a>	PA	\$413,361	Artistic Dir	\$80,214	<b>\$78,146</b>	2025
<a href="#">Salt Pa</a>	PA	\$486,137	Vice President	\$37,233	<b>\$38,333</b>	2023
<a href="#">Millbrook Playhouse Inc</a>	PA	\$386,051	Managing Director	\$32,810	<b>\$32,810</b>	2024
<a href="#">Open Stage Of Harrisburg</a>	PA	\$515,507	Exec Director	\$49,343	<b>\$50,800</b>	2023
<a href="#">Prime Stage</a>	PA	\$365,478	Treasurer	\$7,600	<b>\$7,824</b>	2023
<a href="#">Facetime Theatre Inc</a>	PA	\$364,499	Executive Director	\$17,504	<b>\$18,021</b>	2023
<a href="#">Dreamwrights Youth And Family Theatre</a>	PA	\$517,831	Executive Director	\$83,418	<b>\$83,418</b>	2024
<a href="#">Barebones Productions Inc</a>	PA	\$343,995	Artistic Dir	\$50,000	<b>\$50,000</b>	2024
<a href="#">Playpenn Inc</a>	PA	\$331,512	Artistic Dir	\$88,952	<b>\$88,952</b>	2024
<a href="#">The Mountain Playhouse</a>	PA	\$309,483	Accountant	\$12,830	<b>\$13,209</b>	2023
<a href="#">Firebird Childrens Theatre</a>	PA	\$302,599	President	\$36,150	<b>\$36,150</b>	2024
<a href="#">Harrisburg Community Theatre</a>	PA	\$586,162	Exec Director	\$107,998	<b>\$107,998</b>	2024
<a href="#">Montgomery Theater Inc</a>	PA	\$587,750	Producing Artistic Director	\$70,858	<b>\$72,951</b>	2023
<a href="#">Touchstone Theatre</a>	PA	\$589,113	Ex Officio, Non-voting	\$60,000	<b>\$60,000</b>	2024
<a href="#">Philadelphia Scenic Works</a>	PA	\$597,937	Executive Di	\$30,000	<b>\$30,000</b>	2024
<a href="#">Gamut Theatre Group</a>	PA	\$599,838	Exec Director	\$36,807	<b>\$36,807</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 PA 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

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PEER COUNT	16 organizations. Compensation range \$7,824–\$107,998; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$440,506); for reference, expenses \$595,831 and assets \$600,933.
ROLE MATCH	Jackie Dempsey, reported title " <i>CO-EXECUTIVE DIRECTOR/SECRETARY</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	88 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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

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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 (Jackie Dempsey) 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 16 similarly situated organizations (Same NTEE sector (A65) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,000 is reasonable (approximately the 88<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_ for / \_ against].

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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.