

# Baltimore Concert Opera Inc

Executive Director / CEO

EIN 264201545  
 MD · NTEE A6A  
 FY ending 2024-08-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Julia Cooke, Executive Director / CEO** (\$60,547) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

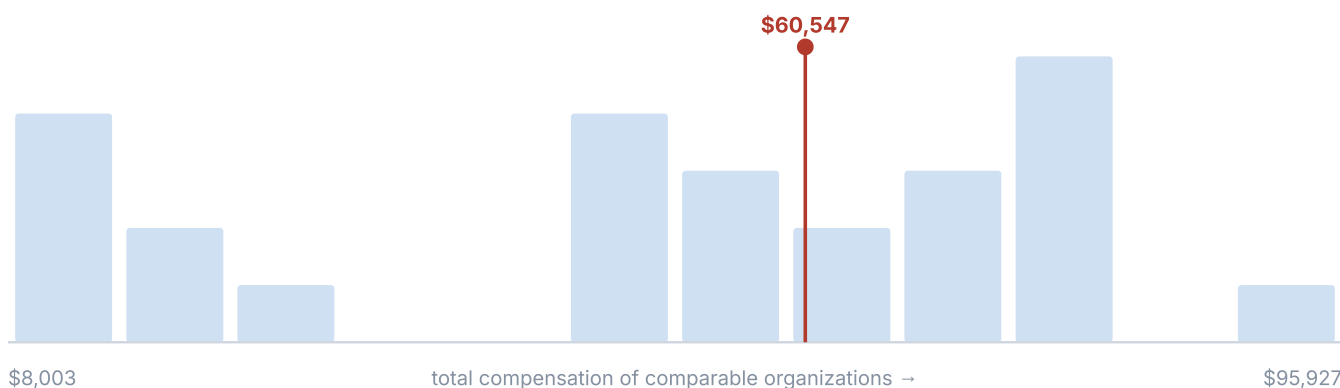
**Benchmarked executive:** Julia Cooke — reported title “ARTISTIC AND GENERAL DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A6A).
- BUDGET** Total revenue between \$277,085 and \$620,340 — 0.67x to 1.50x the subject's \$413,560 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A6A), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,067	\$29,876	\$56,588	\$73,827	\$76,813	\$60,547
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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 MD 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="#">Wichita Grand Opera Inc</a>	KS	\$407,537	General Director	\$65,743	<b>\$78,214</b>	2023
<a href="#">Teatro Grattacielo Inc</a>	NY	\$406,756	General And Artistic Director	\$60,000	<b>\$57,993</b>	2024
<a href="#">Charleston Opera Theater Inc</a>	SC	\$424,145	Executive Artistic Directo	\$8,950	<b>\$9,729</b>	2025
<a href="#">Opera Louisiane Inc</a>	LA	\$397,792	General Director & Ceo	\$54,856	<b>\$64,610</b>	2024
<a href="#">Pocket Opera Inc</a>	CA	\$391,868	General Director	\$50,400	<b>\$47,926</b>	2023
<a href="#">Opera Roanoke</a>	VA	\$380,673	General Dire	\$63,614	<b>\$67,639</b>	2023
<a href="#">Cedar Rapids Opera Theatre</a>	IA	\$450,651	Ex Officio B	\$66,090	<b>\$75,407</b>	2025
<a href="#">Washington National Opera</a>	DC	\$450,793	General Director	\$50,907	<b>\$47,783</b>	2024
<a href="#">Opera Festival Of Chicago</a>	IL	\$457,892	Treasurer	\$9,500	<b>\$10,285</b>	2023
<a href="#">Pella Opera House Commission</a>	IA	\$466,464	Executive Director	\$62,500	<b>\$75,360</b>	2023
<a href="#">Opera On The James</a>	VA	\$349,600	General Director	\$72,000	<b>\$76,556</b>	2023
<a href="#">Nova Center For The Performing Arts</a>	MT	\$335,164	Executive Director	\$43,417	<b>\$48,769</b>	2025
<a href="#">Amarillo Opera Inc</a>	TX	\$492,252	General & Artist Director	\$69,000	<b>\$73,827</b>	2024
<a href="#">Finger Lakes Opera Inc</a>	NY	\$508,935	Executive Director	\$51,000	<b>\$49,294</b>	2024
<a href="#">Opera Company Of Middlebury</a>	VT	\$317,657	Administrative Director Eff 11/2023 End 3/2024	\$27,750	<b>\$29,876</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tacoma Opera Association Professional Services</a>	WA	\$520,849	General Director	\$56,500	<b>\$54,107</b>	2024
<a href="#">The Opera Atelier Inc</a>	FL	\$304,193	Executive Director	\$21,580	<b>\$22,324</b>	2023
<a href="#">American Opera Projects Inc</a>	NY	\$524,289	Board Member	\$22,000	<b>\$21,264</b>	2024
<a href="#">Livermore Valley Opera</a>	CA	\$542,305	Director	\$15,500	<b>\$14,739</b>	2023
<a href="#">Painted Sky Opera Inc</a>	OK	\$281,869	Trustee	\$6,600	<b>\$8,003</b>	2023
<a href="#">Lancaster New York Opera House Inc</a>	NY	\$550,899	Executive Di	\$60,303	<b>\$60,007</b>	2023
<a href="#">Claremont Opera House Inc</a>	NH	\$557,679	Executive Director	\$70,735	<b>\$69,862</b>	2024
<a href="#">The Opera Company Inc</a>	TX	\$568,126	Executive Director	\$51,371	<b>\$56,588</b>	2023
<a href="#">Opera On Tap</a>	NY	\$584,918	Asst. Secretary, Executive & Artistic Director	\$99,248	<b>\$95,927</b>	2024
<a href="#">Landmark Community Theatre Inc</a>	CT	\$591,088	Executive Di	\$74,561	<b>\$76,985</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 25 organizations. Compensation range \$8,003–\$95,927; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$413,560); for reference, expenses \$606,089 and assets \$370,135. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Julia Cooke, reported title "ARTISTIC AND GENERAL DIRECTOR", 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 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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Julia Cooke) 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 25 similarly situated organizations (Same NTEE sector (A6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,547 is reasonable (approximately the 60<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.