

Foundation For Italian Art And Culture-

Executive Director / CEO

EIN 320081843
 NY · NTEE B99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Olivia D'aponte, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Olivia D'aponte — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

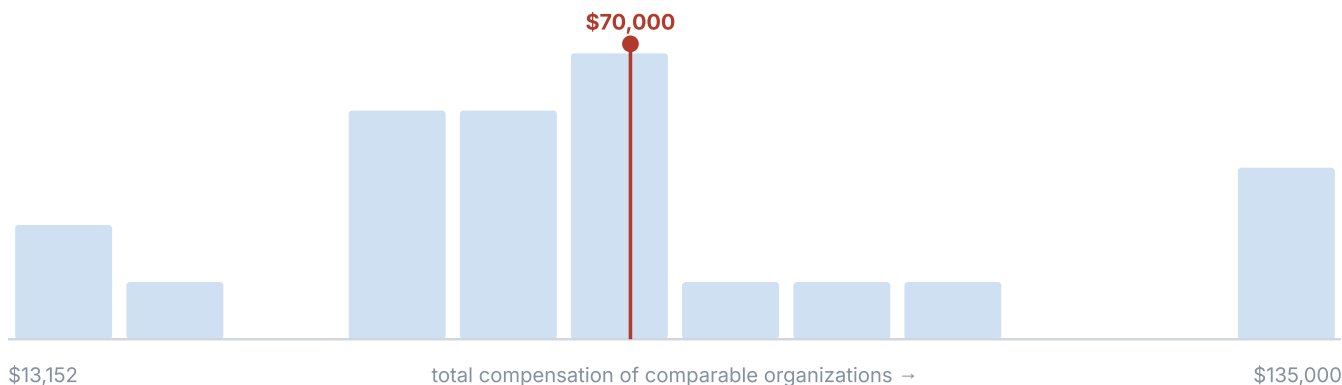
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$194,697 and \$435,889 — 0.67x to 1.50x the subject's \$290,593 (the band tightens as size grows).

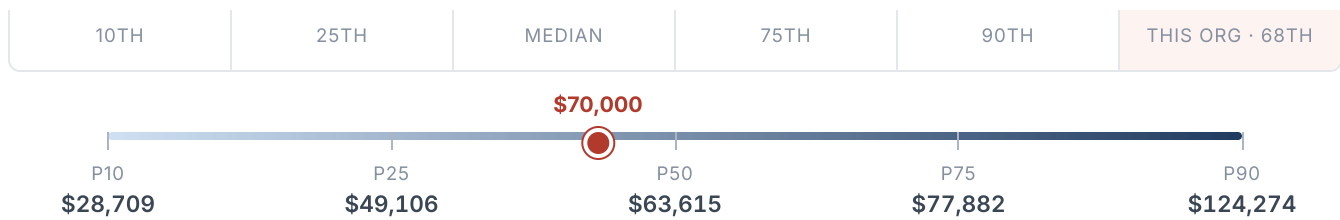
GEOGRAPHY Same NTEE sector (B99) + NY + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,709	\$49,106	\$63,615	\$77,882	\$124,274	\$70,000
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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
Ulster Literacy Association Inc	NY	\$293,107	Executive Director	\$67,500	\$67,500	2024
Hudson River Park Mothers Group Org	NY	\$278,260	Director	\$130,000	\$126,649	2025
African Voices Communications Inc	NY	\$270,782	Executive Director	\$65,000	\$66,920	2023
Leadership Rochester Inc	NY	\$266,693	Executive Director (Thru 2/2024)	\$68,135	\$68,135	2024
Governors Committee On Scholastic	NY	\$265,257	Executive Director	\$135,000	\$135,000	2024
Steuben Senior Services Fund	NY	\$260,629	Executive Director	\$58,308	\$58,308	2024
Topaz Arts Inc	NY	\$259,923	President	\$56,995	\$58,678	2023
Buffalo Sports Wellness Association Inc	NY	\$249,176	Manager	\$26,000	\$26,768	2023
The Black Institute Inc	NY	\$337,742	President	\$50,292	\$50,292	2024
The Bella Abzug Leadership Institute Inc	NY	\$343,203	Founder And Ceo	\$102,898	\$102,898	2024
New York Theological Education Center Inc	NY	\$237,887	President	\$65,081	\$65,081	2024
New York State Science Olympiad Inc	NY	\$233,412	Treasurer	\$13,500	\$13,152	2025
Wikitongues Inc	NY	\$230,663	Executive Director	\$59,796	\$61,562	2023
By Kids Inc	NY	\$224,087	Board Member And Executive Director	\$86,400	\$86,400	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Literacy New York-fulton Montgomery And Schoharie Counties Inc	NY	\$218,644	Executive Director	\$50,000	\$48,711	2025
Peace Action Fund Of New York	NY	\$218,425	Executive Director	\$79,486	\$79,486	2024
Literacy Connections Hudson	NY	\$363,025	Executive Di	\$75,002	\$73,069	2025
High Way Education Inc	NY	\$202,698	Executive Director	\$46,176	\$46,176	2024
Children Of Promise Stable Inc	NY	\$196,459	Program Director	\$62,149	\$62,149	2024
The Education And Research Foundation	NY	\$405,758	President	\$47,500	\$47,500	2024
Solid Waste Association Of North America	NY	\$418,738	Director	\$18,120	\$18,655	2023
The Restorative Center Inc	NY	\$422,887	Excutive Director	\$130,769	\$130,769	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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	22 organizations. Compensation range \$13,152–\$135,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$290,593); for reference, expenses \$307,959 and assets \$632,016.
ROLE MATCH	Olivia D'aponte, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	68 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 (Olivia D'aponte) 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 22 similarly situated organizations (Same NTEE sector (B99) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 68th 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.