

## Origin Theatre Company Inc

Executive Director / CEO

EIN 450562349

NY · NTEE A65

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Michael Mellamphy, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations **above the 90th percentile — board review recommended**

**Benchmarked executive:** Michael Mellamphy — reported title “ARTISTIC DIR”, 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 (A65).

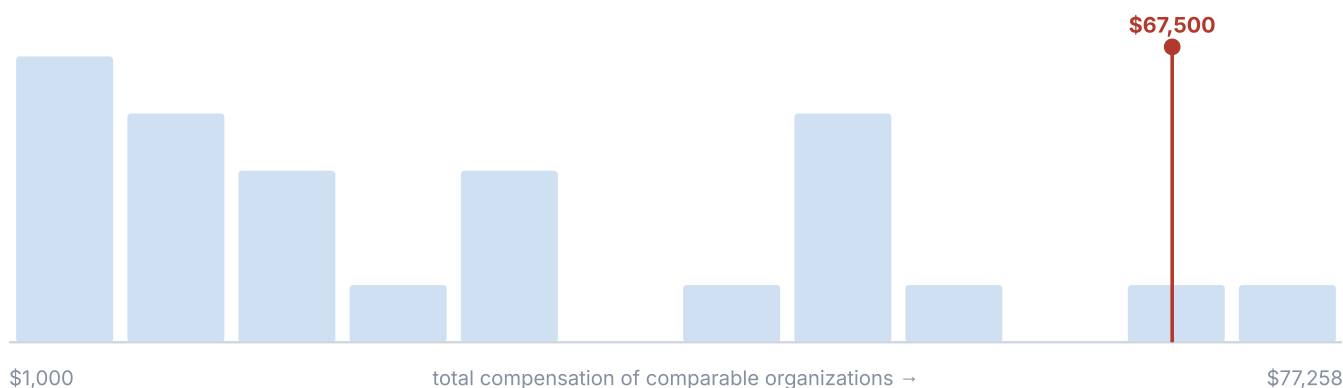
**BUDGET** Total revenue between \$123,787 and \$277,137 — 0.67× to 1.50× the subject's \$184,758 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65) + NY + budget 0.67–1.5× revenue.

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

→ **24** within the band form the benchmarked peer set.

### Distribution of comparable compensation



\$4,235

\$9,456

\$19,888

\$46,294

\$54,227

\$67,500



## ■ 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
<a href="#">Uptown Theater For Creative Arts Inc</a>	NY	\$192,481	Executive Director	\$16,375	<b>\$16,375</b>	2023
<a href="#">Running To Places Theatre Company Ltd</a>	NY	\$194,342	Resident Director	\$31,552	<b>\$30,647</b>	2024
<a href="#">Piper Theatre Productions Inc</a>	NY	\$212,121	Artistic Director	\$10,000	<b>\$10,000</b>	2023
<a href="#">Staten Island Shakespearean Theatre Co</a>	NY	\$213,428	Director	\$57,693	<b>\$56,038</b>	2024
<a href="#">Innervision Theatre Arts Center Inc</a>	NY	\$215,083	Director	\$9,360	<b>\$9,091</b>	2024
<a href="#">Staretthe Directors Company Inc</a>	NY	\$215,411	Executive Dir.	\$1,000	<b>\$1,000</b>	2023
<a href="#">She Nyc Arts Inc</a>	NY	\$218,793	Artistic Executive Director	\$4,000	<b>\$4,000</b>	2023
<a href="#">Yara Arts Group</a>	NY	\$150,689	Artistic Director & Board Member	\$20,750	<b>\$20,155</b>	2024
<a href="#">Latinx Playwrights Circle Inc</a>	NY	\$222,247	President	\$4,355	<b>\$4,121</b>	2025
<a href="#">Shake On The Lake Inc</a>	NY	\$227,871	Director	\$20,200	<b>\$19,620</b>	2024
<a href="#">The American Friends Of The Almeida</a>	NY	\$230,773	Secretary	\$5,170	<b>\$4,892</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Great Small Works Inc</a>	NY	\$136,745	Board Member	\$14,200	<b>\$13,793</b>	2024
<a href="#">Pipeline Theatre Company Inc</a>	NY	\$236,519	Artist Trustee	\$10,122	<b>\$9,578</b>	2025
<a href="#">Notch Theatre Company</a>	NY	\$245,219	President/artistic Director	\$50,000	<b>\$48,566</b>	2024
<a href="#">New York Theatre Barn Incorporated</a>	NY	\$245,252	General Manager	\$4,500	<b>\$4,500</b>	2023
<a href="#">Poetry Society Of New York Inc</a>	NY	\$248,150	Chair, Treasurer & C.e.o.	\$48,700	<b>\$47,303</b>	2024
<a href="#">Broken Box Mime Theater</a>	NY	\$248,740	Artistic Director	\$77,258	<b>\$77,258</b>	2023
<a href="#">Noor Theatre Inc</a>	NY	\$262,003	Treasurer/secretary/executive Director	\$12,500	<b>\$12,141</b>	2024
<a href="#">Chinese Theatre Works Inc</a>	NY	\$262,698	Exec Director	\$32,650	<b>\$31,713</b>	2024
<a href="#">Franklin Stock Company</a>	NY	\$266,791	Ex-officio/ad	\$50,000	<b>\$50,000</b>	2023
<a href="#">Mohawk Valley Center For The Arts Inc</a>	NY	\$269,570	Executive Director	\$48,567	<b>\$45,958</b>	2025
<a href="#">Stageworks On The Hudson Inc</a>	NY	\$272,369	Exec. Artist	\$32,417	<b>\$32,417</b>	2023
<a href="#">National Queer Theater</a>	NY	\$273,780	Director	\$39,748	<b>\$39,748</b>	2023
<a href="#">The Movement Theatre Company Inc</a>	NY	\$274,101	President	\$67,980	<b>\$66,030</b>	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 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	24 organizations. Compensation range \$1,000–\$77,258; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$184,758); for reference, expenses \$231,390 and assets \$6,049.
ROLE MATCH	Michael Mellamphy, reported title "ARTISTIC DIR", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Michael Mellamphy) 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 24 similarly situated organizations (Same NTEE sector (A65) + NY + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 96<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.