

Gripco Stage Company Inc

Executive Director / CEO

EIN 460628048

IL · NTEE A20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Charles Gripco, Executive Director / CEO** (\$30,000) 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 **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Charles Gripco — reported title “President/Artistic 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

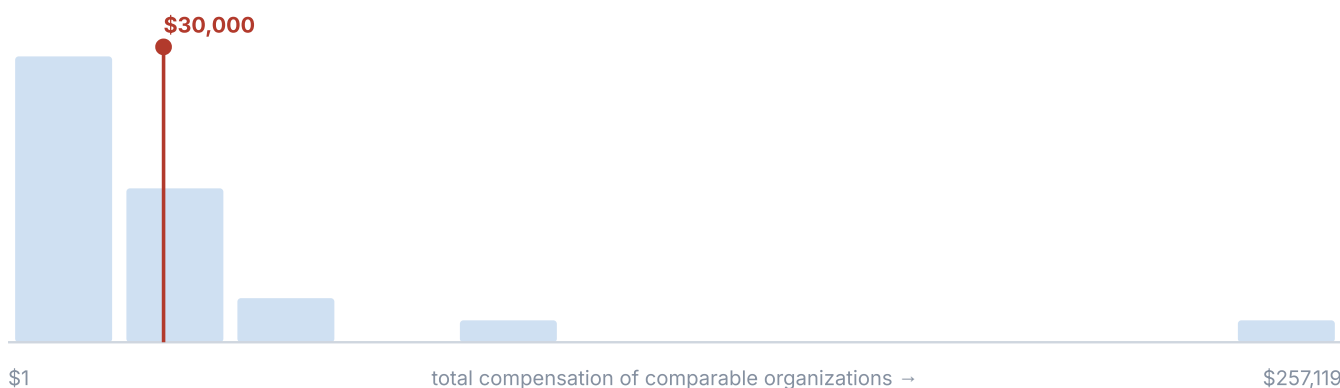
SECTOR Organizations sharing the subject's NTEE classification (A20).

BUDGET Total revenue between \$44,976 and \$100,693 — 0.67x to 1.50x the subject's \$67,129 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A20), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,228	\$6,709	\$20,795	\$40,993	\$46,881	\$30,000
---------	---------	----------	----------	----------	----------



● 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 IL 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
Women Shoah-jewish Placemaking	NC	\$71,779	Executive Director	\$39,930	\$40,762	2024
Ruskin Art Club Inc	CA	\$62,321	Executive Dir.	\$33,662	\$28,718	2024
Fluxus Haus Inc	FL	\$61,506	Executive Director	\$35,000	\$32,485	2024
Dumbo Film Festival	NY	\$74,805	Ceo/director	\$13,797	\$12,681	2023
Alki Art Fair	WA	\$74,872	Rental & Volunteer Director	\$8,000	\$7,076	2024
Asian Resource Center Of San Antoni	TX	\$75,000	President	\$1	\$1	2023
In Tandem Arts Inc	VT	\$75,578	Executive Director	\$45,983	\$47,078	2023
Djoniba Dance & Drum Centre Inc	NY	\$58,668	President	\$5,000	\$4,596	2023
El Paso International & Cultural Arts	TX	\$76,381	Artistic Director	\$4,000	\$4,070	2023
The Houston Center For After School Jazz Programs	TX	\$55,008	Musician	\$1,950	\$1,927	2024
Artlands Creative	CA	\$80,166	Executive Director	\$25,000	\$21,958	2023
Center For Reflection Education And Action Incorporated	CT	\$80,446	Executive Director	\$45,000	\$41,686	2024
Ingersoll Gender Center	WA	\$52,906	Executive Director	\$108,414	\$98,731	2023
Leesburg Art Festival Inc	FL	\$83,828	Executive Di	\$21,731	\$20,170	2024
Treasure Caretaker Training	CO	\$48,712	Executive Director	\$24,000	\$22,736	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Center For Less Unpleasant	NY	\$86,910	President	\$288,000	\$257,119	2024
Sentimental Journey Inc	PA	\$87,602	Executive Coordinator	\$9,909	\$9,763	2024
509 Cultural Center	CA	\$88,051	Co-executive Director	\$50,000	\$42,657	2024
Palacios House Of Arts	LA	\$88,100	Executive Director	\$19,123	\$21,419	2023
Winter Park University Inc	FL	\$45,000	Chairman	\$5,000	\$4,974	2022
Society Of Animal Artists Inc	CO	\$91,564	Executive Direc	\$49,000	\$46,421	2024
Vedanta Institute Houston	TX	\$94,177	Director	\$8,500	\$8,649	2023
Beverlys Exhibitions Corp	NY	\$96,523	Creative Director	\$6,100	\$5,607	2023
Noise Salon Inc	MA	\$100,002	Executive Director/ Treasurer	\$15,914	\$14,546	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 24 organizations. Compensation range \$1–\$257,119; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$67,129); for reference, expenses \$133,945 and assets \$49,367. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Charles Grippo, reported title "*President/Artistic 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.

OUTLIERS 2 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	67 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	67 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 (Charles Grippo) 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 (A20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 67th 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.