

Above The Clouds Inc

Executive Director / CEO

EIN 461611467

MA · NTEE P30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marcy Venezia, Executive Director / CEO** (\$78,678) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

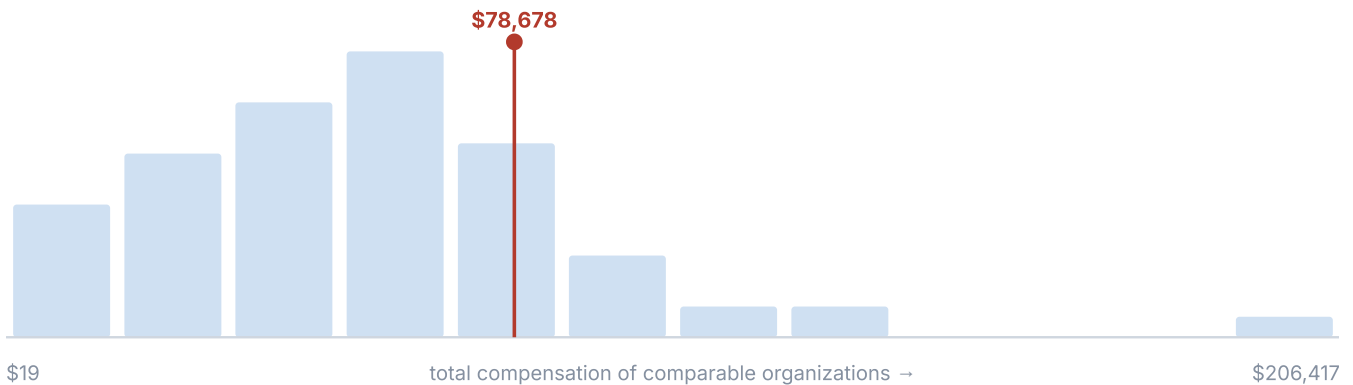
Benchmarked executive: Marcy Venezia — reported title "INCOMING EXEC. DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$131,525 and \$294,459 — 0.67x to 1.50x the subject's \$196,306 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,223	\$32,201	\$54,485	\$73,793	\$91,040	\$78,678
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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 MA 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
Casa Of Mckean County	PA	\$196,709	Executive Director	\$54,384	\$58,621	2024
Turner 12	TX	\$197,803	Executive Dir.	\$91,000	\$101,298	2023
Shelby County Casagal Program Inc	OH	\$194,565	Director	\$56,297	\$64,451	2024
Minnesota Special Hockey Assoc	MN	\$194,134	Program Coor	\$10,000	\$10,680	2024
Memories For Kids	NE	\$193,666	Executive Director	\$33,400	\$38,830	2024
St James Lutheran Child Care Minist	IN	\$200,528	Treasurer	\$5,703	\$6,693	2023
House Of Hope Ministry Inc	MI	\$191,833	Co-executive Director	\$33,114	\$36,944	2024
Grahamtastic Connection	ME	\$201,115	Executive Director	\$57,723	\$64,322	2023
Gates Of Freedom	WA	\$202,481	Secretary	\$10,000	\$9,963	2023
Brave Heart - Children In Need Inc	LA	\$202,660	Exec Director	\$24,000	\$28,565	2024
Newton County Family Connection	GA	\$189,783	Executive Di	\$58,000	\$64,898	2023
Operation North Pole Inc	IL	\$189,550	President & Ceo	\$37,390	\$39,732	2024
88 Bikes	WA	\$203,613	Exec Directo	\$16,239	\$15,310	2025
Life Skills San Diego	CA	\$188,341	Executive Director	\$34,500	\$32,201	2024
The Bus Stop Club Inc	NY	\$187,923	Executive Director	\$43,352	\$42,343	2024
Casa Del Valle Inc	CO	\$204,734	Executive Director	\$7,500	\$7,573	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Riverways Pregnancy Resource Center	MO	\$204,953	Executive Director	\$44,615	\$51,077	2024
Mask Mothers Awareness On School Age Kids	AZ	\$205,709	President	\$85,723	\$89,111	2024
St Joseph's House Ltd	MD	\$186,424	Executive Director	\$53,917	\$54,485	2024
St Clair County Sav-a-life Inc	AL	\$208,801	Executive Director	\$35,541	\$41,502	2024
Harvest Family Life Ministries Hawaii	HI	\$210,176	Executive Director	\$37,800	\$36,581	2024
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$27,647	2023
Children's Healing	OR	\$211,421	Executive Director (Thru Feb. '24)	\$13,274	\$13,324	2024
Systems Of Care Initiative Inc	KS	\$212,215	Executive Director	\$65,000	\$75,902	2024
Reset Mentoring	TX	\$213,227	President	\$60,600	\$65,522	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 117 organizations. Compensation range \$19–\$206,417; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$196,306); for reference, expenses \$132,993 and assets \$387,243.

ROLE MATCH Marcy Venezia, reported title *"INCOMING EXEC. DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers 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	81 st
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	80 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 (Marcy Venezia) 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 117 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,678 is reasonable (approximately the 81st 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.