

Odyssey Opera Of Boston Inc

Executive Director / CEO

EIN 462717193

MA · NTEE A60

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Gil Rose, Executive Director / CEO** (\$106,167) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

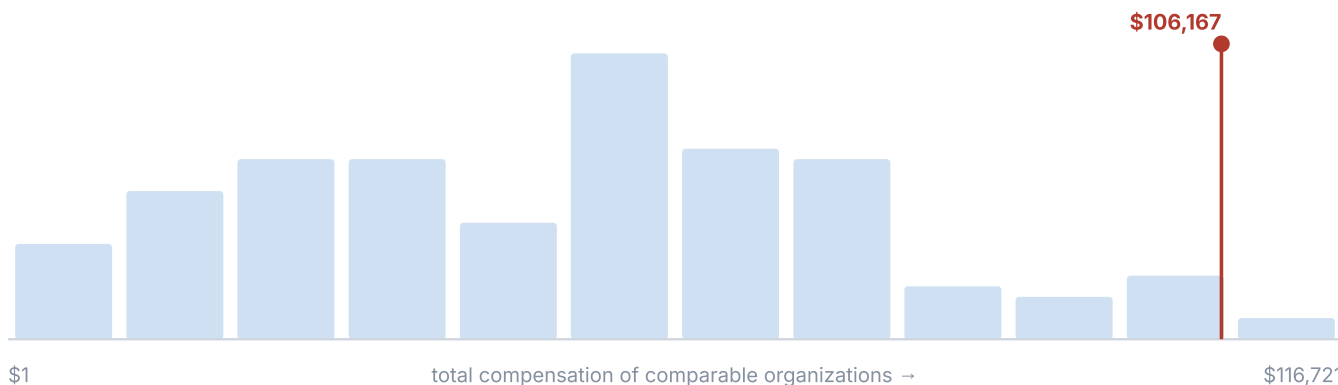
Benchmarked executive: Gil Rose — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$219,600 and \$491,643 — 0.67x to 1.50x the subject's \$327,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,385	\$27,724	\$50,853	\$66,559	\$82,260	\$106,167
----------	----------	----------	----------	----------	------------------



■ 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
Sino Us Performing Arts Organization	CA	\$327,781	Secretary	\$62,699	\$60,249	2023
Crossroads Creative & Performing Arts	OR	\$327,878	Executive Director	\$63,167	\$65,279	2023
North Bay Theatrics Inc	CA	\$328,366	President	\$64,408	\$61,891	2023
Staibdance Inc	GA	\$328,628	Admin Director	\$40,000	\$43,472	2024
Unison Learning Center Inc	NY	\$326,868	Executive Director	\$63,000	\$63,351	2023
Texan-french Alliance For The Arts	TX	\$329,894	Executive Director	\$83,999	\$93,505	2023
Rocky Mountain Ballet Theatre	MT	\$324,315	Associate Dir.	\$30,000	\$34,954	2024
Teadra Productions	CA	\$323,308	President &	\$60,000	\$54,557	2025
Childrens Legacy Theatre Inc	DC	\$322,058	Executive Director	\$51,970	\$49,294	2024
Bower Center For The Arts	VA	\$321,721	Executive Director	\$63,750	\$66,533	2024
Dancecast Collective	TN	\$334,000	Executive Director	\$1	\$1	2025
Mishpachah Inc	OH	\$321,109	Director	\$60,911	\$71,793	2023
7th Street Theatre Association	WA	\$335,673	Prior Manager	\$18,601	\$18,532	2023
Forces Of Nature Inc	NY	\$336,324	President	\$24,400	\$23,218	2025
Ztp	MN	\$337,220	Executive Artistic Director	\$62,150	\$68,340	2023
Sandglass Center For Puppetry & Theater Research Ltd	VT	\$318,179	Board Member And Artistic Director	\$37,556	\$42,066	2023
Arts For Kids Inc	NJ	\$316,270	Executive Director	\$57,868	\$54,407	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Authentic Community Theatre Inc	MD	\$339,283	President	\$33,950	\$35,321	2023
Atlanta Dance Theatre Inc	GA	\$315,215	Artistic Dir	\$65,078	\$70,728	2024
Blue Water Theatre Company	MN	\$340,562	Managing Director	\$55,000	\$58,742	2024
Newport Opera House Association	NH	\$340,825	Executive Director	\$53,500	\$53,396	2024
Yes And Collaborative Arts	PA	\$314,678	Executive Director	\$32,490	\$35,021	2024
Performing Arts Academy Of New	TX	\$313,628	Chairman	\$29,996	\$32,432	2024
Chelsea Music Festival Corporation	NY	\$344,365	Director	\$10,000	\$9,767	2024
Reno Dance Company	NV	\$311,005	Executive Director	\$15,000	\$16,252	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 147 organizations. Compensation range \$1–\$116,721; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$327,762); for reference, expenses \$554,494 and assets \$366,681. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Gil Rose, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	100 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 (Gil Rose) 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 13, 2026, comparing compensation against 147 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,167 is reasonable (approximately the 99th 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 13, 2026.