

# Opera In Williamsburg Inc

Executive Director / CEO

EIN 475511655

VA · NTEE A6A

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jorge Parodi, Executive Director / CEO** (\$8,500) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jorge Parodi — reported title “Music 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 (A6A).
BUDGET	Total revenue between \$178,186 and \$398,925 — 0.67x to 1.50x the subject's \$265,950 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6A), nationwide + budget 0.67–1.5x revenue.

**16** organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,960	\$11,924	\$28,782	\$51,056	\$69,810	\$8,500
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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 VA 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="#">Lyric Opera Of The North</a>	MN	\$253,372	Artistic Dir	\$45,600	<b>\$46,666</b>	2024
<a href="#">Painted Sky Opera Inc</a>	OK	\$281,869	Trustee	\$6,600	<b>\$7,749</b>	2023
<a href="#">New York Chinese Opera Society Inc</a>	NY	\$233,964	Executive Managing Directo	\$7,100	<b>\$6,841</b>	2023
<a href="#">Southland Sings</a>	CA	\$229,213	President	\$32,866	<b>\$28,635</b>	2025
<a href="#">The Opera Atelier Inc</a>	FL	\$304,193	Executive Director	\$21,580	<b>\$21,616</b>	2023
<a href="#">Florida Grand Opera Inc</a>	FL	\$225,354	General Director, Ceo (Thru 10/2023)	\$241,986	<b>\$235,440</b>	2024
<a href="#">Pacific Musicworks</a>	WA	\$217,957	Artistic Director	\$5,476	<b>\$5,078</b>	2024
<a href="#">Opera Company Of Middlebury</a>	VT	\$317,657	Administrative Director Eff 11/2023 End 3/2024	\$27,750	<b>\$28,928</b>	2024
<a href="#">Nova Center For The Performing Arts</a>	MT	\$335,164	Executive Director	\$43,417	<b>\$47,222</b>	2025
<a href="#">Opera Ithaca Incorporated</a>	NY	\$186,663	Managing Director	\$20,838	<b>\$19,502</b>	2024
<a href="#">Boheme Opera Company Inc</a>	NJ	\$183,196	Managing Dir	\$14,400	<b>\$13,316</b>	2024
<a href="#">Opera On The James</a>	VA	\$349,600	General Director	\$72,000	<b>\$74,127</b>	2023
<a href="#">Young Victorian Theatre Company</a>	MD	\$180,285	Director	\$5,000	<b>\$4,841</b>	2024
<a href="#">Opera Roanoke</a>	VA	\$380,673	General Dire	\$63,614	<b>\$65,493</b>	2023
<a href="#">Pocket Opera Inc</a>	CA	\$391,868	General Director	\$50,400	<b>\$46,405</b>	2023
<a href="#">Opera Louisiane Inc</a>	LA	\$397,792	General Director & Ceo	\$54,856	<b>\$62,559</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 VA 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

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PEER COUNT	16 organizations. Compensation range \$4,841–\$235,440; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$265,950); for reference, expenses \$259,744 and assets \$16,324.
ROLE MATCH	Jorge Parodi, reported title " <i>Music Director</i> ", 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>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	25 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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

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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 (Jorge Parodi) 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 16 similarly situated organizations (Same NTEE sector (A6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,500 is reasonable (approximately the 25<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.