

# Northeast Atlanta

Executive Director / CEO

EIN 582245027

GA · NTEE A63

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer B Gordon, Executive Director / CEO** (\$75,700) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

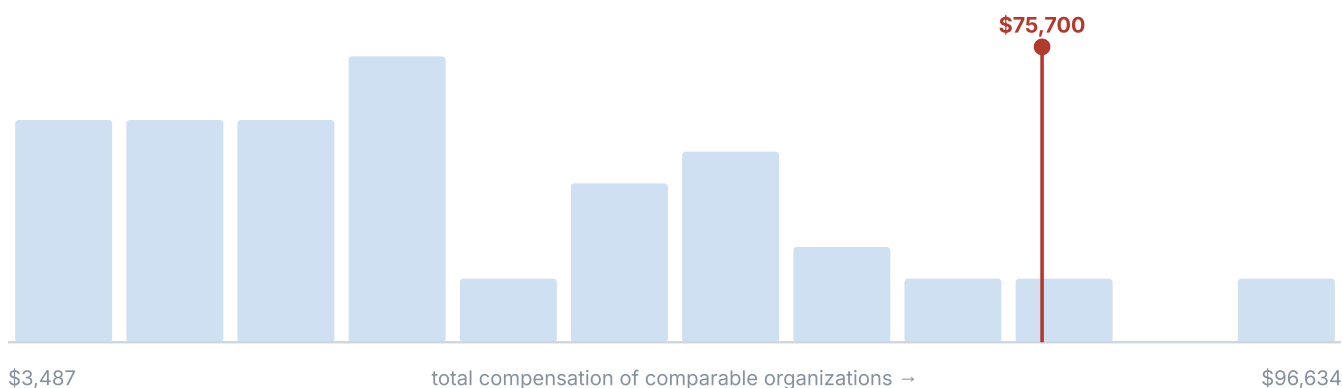
**Benchmarked executive:** Jennifer B Gordon — reported title “ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A63).
BUDGET	Total revenue between \$212,612 and \$475,998 — 0.67x to 1.50x the subject's \$317,332 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

**52** organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,041	\$18,336	\$30,778	\$51,864	\$66,846	\$75,700
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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 GA 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="#">Miami Valley Ballet Theatre Inc</a>	OH	\$315,444	Ceo	\$59,617	<b>\$61,180</b>	2025
<a href="#">Akhmedova Ballet Foundation Inc</a>	MD	\$322,174	President	\$62,008	<b>\$57,656</b>	2024
<a href="#">On Stage Theatrical Productions Inc</a>	MA	\$306,386	Director	\$7,205	<b>\$6,273</b>	2025
<a href="#">Ballet Etudes Of South Florida Inc</a>	FL	\$329,657	Director	\$15,413	<b>\$14,400</b>	2024
<a href="#">Academy Of Ballet Arts Inc</a>	FL	\$303,715	President	\$29,925	<b>\$27,959</b>	2024
<a href="#">Royal Expressions Contemporary Ballet</a>	NC	\$297,417	Founding Director	\$20,701	<b>\$21,273</b>	2024
<a href="#">Cary Ballet Company</a>	NC	\$294,785	Artistic Director	\$16,000	<b>\$16,442</b>	2024
<a href="#">Ballet Theatre Of Carmel Academy Ltd</a>	IN	\$291,185	Associate Artistic Directo	\$5,004	<b>\$5,248</b>	2024
<a href="#">Rejoice Ministries Inc</a>	TN	\$345,312	Executive Director	\$65,160	<b>\$68,119</b>	2024
<a href="#">Ballet Repertory Theatre Of New Mexico</a>	NM	\$288,188	Executive & Artist Director	\$53,333	<b>\$57,050</b>	2024
<a href="#">Tulsa Ballet Theatre Trust Fund</a>	FL	\$347,279	Trustee	\$55,578	<b>\$51,926</b>	2024
<a href="#">Champaign-urbana Ballet</a>	IL	\$354,969	Executive Director	\$56,616	<b>\$53,930</b>	2025
<a href="#">Andalusia Ballet Association</a>	AL	\$356,670	Secretary/tr	\$29,496	<b>\$32,628</b>	2023
<a href="#">Metropolitan Ballet Theatre Inc</a>	GA	\$275,350	Artistic Director	\$35,184	<b>\$34,277</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dimensions Dance Theater Of Miami Inc</a>	FL	\$363,013	President	\$24,086	<b>\$22,504</b>	2024
<a href="#">Macomb Ballet Company</a>	MI	\$271,104	Artistic Dir	\$28,700	<b>\$29,462</b>	2024
<a href="#">Southwest Virginia Ballet Company</a>	VA	\$363,594	Art Director	\$60,658	<b>\$59,969</b>	2023
<a href="#">Performing Arts School Of Central Pa</a>	PA	\$364,121	School Director	\$18,183	<b>\$18,034</b>	2024
<a href="#">Azara Ballet Inc</a>	FL	\$365,205	Director	\$64,200	<b>\$59,982</b>	2024
<a href="#">Santa Clarita Ballet Company Inc</a>	CA	\$267,794	Artistic Director	\$51,500	<b>\$44,228</b>	2024
<a href="#">Fadeyev Ballet Inc</a>	NY	\$265,067	President	\$57,000	<b>\$49,906</b>	2025
<a href="#">Safe Haven Ballet</a>	NH	\$264,008	Executive Director	\$19,500	<b>\$18,436</b>	2023
<a href="#">Ballet Theatre Of Lexington Inc</a>	KY	\$258,849	Director/employee	\$41,625	<b>\$43,330</b>	2025
<a href="#">International Rythmic Gymnastics-ext Mail</a>	WA	\$256,402	President	\$14,256	<b>\$12,694</b>	2024
<a href="#">Syracuse City Ballet Inc</a>	NY	\$378,355	Executive Director	\$15,769	<b>\$14,590</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2024 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 GA 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 52 organizations. Compensation range \$3,487–\$96,634; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$317,332); for reference, expenses \$321,931 and assets \$127,272.

**ROLE MATCH** Jennifer B Gordon, reported title *"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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Jennifer B Gordon) 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 52 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,700 is reasonable (approximately the 92<sup>nd</sup> 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.