

# Elivy Youth Performing Arts Institute

Executive Director / CEO

EIN 873664263

IL · NTEE A61

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jane Wang, Executive Director / CEO** (\$3,120) against **every comparable organization** that fit the selection criteria — **600** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jane Wang — reported title “Treasurer”, 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 (A61).

**BUDGET** Total revenue between \$73,067 and \$163,584 — 0.67x to 1.50x the subject's \$109,056 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**600** organizations qualified on sector, size, and geography

→ **600** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,228

\$12,698

\$26,499

\$47,348

\$67,297

**\$3,120**



## ■ 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
<a href="#">Persephone Productions Inc</a>	VA	\$109,079	Ceo	\$80,506	<b>\$79,067</b>	2024
<a href="#">The Etruscan Foundation</a>	MI	\$108,868	Exec. Direct	\$52,000	<b>\$54,594</b>	2024
<a href="#">Waynesboro Community Theatre Project Inc</a>	PA	\$109,329	Director	\$29,879	<b>\$30,308</b>	2024
<a href="#">Torah Lishmah Institute Inc</a>	NY	\$109,422	President	\$100,000	<b>\$91,914</b>	2024
<a href="#">Nashville Ballet Foundation</a>	TN	\$108,590	Artistic Director/ceo	\$4,054	<b>\$4,334</b>	2024
<a href="#">Fairhope Film Festival Inc</a>	AL	\$108,523	Executive Director	\$16,000	<b>\$18,102</b>	2023
<a href="#">Emerald Hills Institute</a>	UT	\$109,609	Director	\$3,000	<b>\$3,123</b>	2024
<a href="#">The Iredell Museums Inc</a>	NC	\$109,708	Programs Opreations Manager	\$48,585	<b>\$49,747</b>	2025
<a href="#">Parkway High School Band Boosters Inc</a>	LA	\$108,314	Main Treasurer	\$24,000	<b>\$26,881</b>	2024
<a href="#">Art In The Atrium Inc</a>	NJ	\$110,017	Ceo	\$54,985	<b>\$49,936</b>	2024
<a href="#">Huntington African American Museum Inc</a>	NY	\$107,966	Executive Director	\$26,522	<b>\$24,378</b>	2024
<a href="#">Committee For A Better New Orleans</a>	LA	\$107,720	Executive Director	\$80,000	<b>\$89,604</b>	2024
<a href="#">The Arts Project Inc</a>	MD	\$110,552	Executive Director	\$24,559	<b>\$23,355</b>	2024
<a href="#">Denizen Theatre Inc</a>	NY	\$110,746	Secretary/treasurer	\$19,980	<b>\$18,365</b>	2024
<a href="#">The Midwest Writing Center</a>	IL	\$110,753	Executive Director	\$33,497	<b>\$34,486</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Holland Childrens Movement</a>	NE	\$110,791	Ceo	\$42,825	<b>\$48,236</b>	2023
<a href="#">Salvage Vanguard Theater</a>	TX	\$107,275	Artistic Director	\$64,600	<b>\$67,671</b>	2023
<a href="#">Philadelphia Dance Projects</a>	PA	\$111,022	Executive Di	\$4,000	<b>\$3,953</b>	2025
<a href="#">Trilogy An Opera Company</a>	NJ	\$111,031	Artisticexecutive Director	\$19,150	<b>\$17,392</b>	2024
<a href="#">Shelton Historical Society Inc</a>	CT	\$111,059	Executive Director	\$24,445	<b>\$23,314</b>	2024
<a href="#">Belton Center For The Arts</a>	SC	\$111,131	Executive Director	\$35,077	<b>\$37,222</b>	2024
<a href="#">Trent House Association Inc</a>	NJ	\$111,226	Interim Executive Director	\$6,000	<b>\$5,610</b>	2023
<a href="#">Opheliasmedia Films Inc</a>	GA	\$111,500	Director	\$45,950	<b>\$46,995</b>	2024
<a href="#">East Bay Media Center</a>	CA	\$106,468	President	\$300	<b>\$263</b>	2024
<a href="#">Highland Historical Society</a>	VA	\$111,650	Executive Di	\$19,240	<b>\$18,896</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT    **600** organizations. Compensation range \$1–\$453,424; filing years 2022–2025.

SIZE BASIS     Matched on total revenue (\$109,056); for reference, expenses \$81,886 and assets \$37,546.

ROLE MATCH	Jane Wang, reported title " <i>Treasurer</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	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	6 <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

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 (Jane Wang) 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 600 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,120 is reasonable (approximately the 7<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.