

7th Street Theatre Association

Executive Director / CEO

EIN 911349026
 WA · NTEE A600
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jamie Brand, Executive Director / CEO** (\$18,601) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jamie Brand — reported title “PRIOR MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

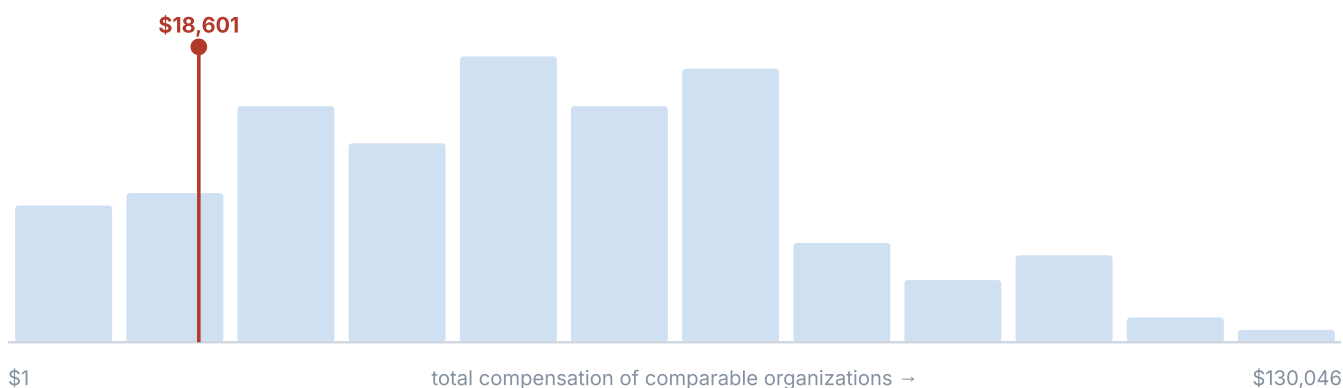
SECTOR Organizations sharing the subject's NTEE classification (A600).

BUDGET Total revenue between \$224,900 and \$503,509 — 0.67x to 1.50x the subject's \$335,673 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,118	\$28,104	\$51,688	\$67,643	\$87,743	\$18,601
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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 WA 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
Forces Of Nature Inc	NY	\$336,324	President	\$24,400	\$23,304	2025
Ztp	MN	\$337,220	Executive Artistic Director	\$62,150	\$68,592	2023
Danceast Collective	TN	\$334,000	Executive Director	\$1	\$1	2025
Authentic Community Theatre Inc	MD	\$339,283	President	\$33,950	\$35,452	2023
Blue Water Theatre Company	MN	\$340,562	Managing Director	\$55,000	\$58,960	2024
Newport Opera House Association	NH	\$340,825	Executive Director	\$53,500	\$53,594	2024
Texan-french Alliance For The Arts	TX	\$329,894	Executive Director	\$83,999	\$93,851	2023
Staibdance Inc	GA	\$328,628	Admin Director	\$40,000	\$43,633	2024
North Bay Theatrics Inc	CA	\$328,366	President	\$64,408	\$62,120	2023
Crossroads Creative & Performing Arts	OR	\$327,878	Executive Director	\$63,167	\$65,520	2023
Sino Us Performing Arts Organization	CA	\$327,781	Secretary	\$62,699	\$60,472	2023
Odyssey Opera Of Boston Inc	MA	\$327,762	Executive Director	\$106,167	\$106,559	2023
Chelsea Music Festival Corporation	NY	\$344,365	Director	\$10,000	\$9,803	2024
Unison Learning Center Inc	NY	\$326,868	Executive Director	\$63,000	\$63,586	2023
The Stars Of Tomorrow Project Inc	NY	\$344,741	Director	\$69,000	\$67,643	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rocky Mountain Ballet Theatre	MT	\$324,315	Associate Dir.	\$30,000	\$35,083	2024
Aloha Performing Arts Company	HI	\$347,681	Past Preside	\$77,666	\$77,666	2023
Arcadia Performing Arts Inc	PA	\$348,016	Executive Director	\$39,800	\$43,059	2024
Teada Productions	CA	\$323,308	President &	\$60,000	\$54,759	2025
Little Globe Inc	NM	\$348,773	Co-director	\$50,250	\$60,367	2023
Childrens Legacy Theatre Inc	DC	\$322,058	Executive Director	\$51,970	\$49,477	2024
Bower Center For The Arts	VA	\$321,721	Executive Director	\$63,750	\$66,779	2024
Cleveland Arts Prize	OH	\$350,187	Executive Di	\$43,896	\$50,440	2024
Mishpachah Inc	OH	\$321,109	Director	\$60,911	\$72,058	2023
Impact Arts Inc	TX	\$350,870	Chief Operating Officer	\$17,500	\$19,552	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 145 organizations. Compensation range \$1–\$130,046; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$335,673); for reference, expenses \$216,629 and assets \$1,899,922.

ROLE MATCH Jamie Brand, reported title "*PRIOR MANAGER*", 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.**

RELATED-ORG PAY 2 peers 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	13 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 (Jamie Brand) 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 145 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,601 is reasonable (approximately the 14th 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.