

# Sieminski Theater Inc

Executive Director / CEO

EIN 931765712

NJ · NTEE A65

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Brian G Lawrence, Executive Director / CEO** (\$61,550) against **every comparable organization** that fit the selection criteria — **321** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

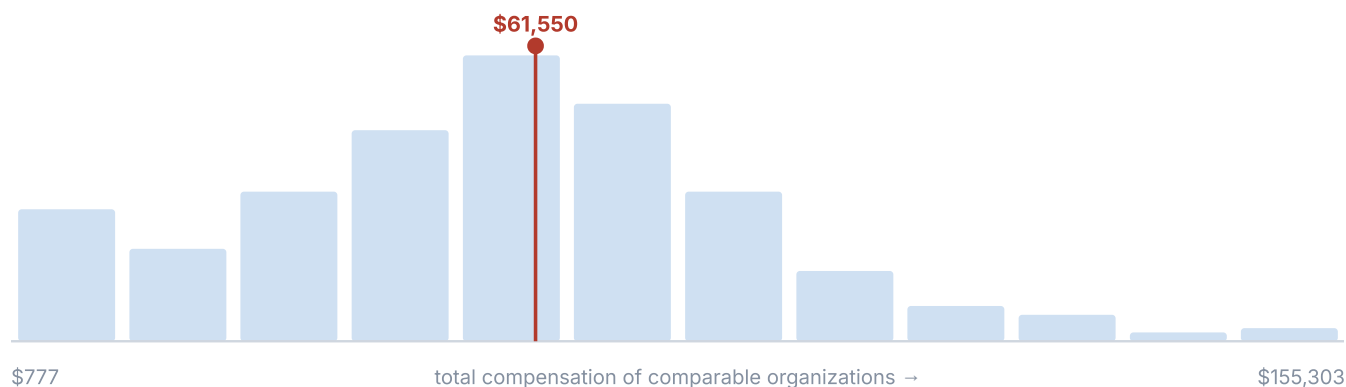
**Benchmarked executive:** Brian G Lawrence — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$309,543 and \$693,007 — 0.67x to 1.50x the subject's \$462,005 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**321** organizations qualified on sector, size, and geography → **321** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,507	\$36,906	\$57,591	\$75,377	\$92,825	\$61,550
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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 NJ 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="#">Playful People Productions</a>	CA	\$463,684	Executive Dir.	\$12,557	<b>\$12,144</b>	2024
<a href="#">Beaumont Community Players Inc</a>	TX	\$459,825	Executive Dir	\$75,000	<b>\$84,028</b>	2024
<a href="#">New Federal Theatre Inc</a>	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	<b>\$70,861</b>	2024
<a href="#">Sweet Jane Productions Inc</a>	NY	\$465,782	President & Chairman	\$57,077	<b>\$59,473</b>	2023
<a href="#">Austin Scottish Rite Community And</a>	TX	\$457,853	Executive Dir.	\$58,200	<b>\$65,206</b>	2024
<a href="#">Portland Revels</a>	OR	\$457,516	Executive Director	\$60,000	<b>\$60,798</b>	2025
<a href="#">The Inheirance Project Ltd</a>	NY	\$466,527	Executive Dir.	\$74,750	<b>\$75,653</b>	2024
<a href="#">Portland Experimental Theatre Ensemble</a>	OR	\$457,269	Board Member	\$43,250	<b>\$44,985</b>	2024
<a href="#">Saguaro City Music Theatre</a>	AZ	\$457,185	Managing Director	\$3,000	<b>\$3,231</b>	2024
<a href="#">Hartbeat Ensemble Inc</a>	CT	\$467,053	Managing Director	\$59,333	<b>\$64,149</b>	2023
<a href="#">Exodus Ensemble</a>	NM	\$456,258	Executive Di	\$38,595	<b>\$47,867</b>	2023
<a href="#">Plan-b Theatre Company</a>	UT	\$467,893	Managing Dir	\$53,117	<b>\$60,889</b>	2024
<a href="#">Siudy Flamenco Dance Theatre Inc</a>	FL	\$468,461	Executive Dir.	\$44,790	<b>\$48,519</b>	2023
<a href="#">The Elm Shakespeare Company</a>	CT	\$455,494	Producing Artistic Directo	\$79,711	<b>\$83,708</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hallwalls Inc</a>	NY	\$454,638	Executive Dir.	\$50,500	<b>\$51,110</b>	2024
<a href="#">Gingold Theatrical Group</a>	NY	\$452,801	Artistic Dir.	\$57,200	<b>\$57,891</b>	2024
<a href="#">The Hatch Inc</a>	VT	\$472,296	Executive Director	\$80,840	<b>\$91,133</b>	2024
<a href="#">Balanced Almond Inc</a>	TX	\$451,494	President	\$40,134	<b>\$44,965</b>	2024
<a href="#">Chandler Youth Theatre</a>	AZ	\$451,424	Director	\$50,000	<b>\$53,858</b>	2024
<a href="#">White Bird Productions Inc</a>	NY	\$450,835	President	\$60,000	<b>\$62,518</b>	2023
<a href="#">Theatre Of The Oppressed Nyc Inc</a>	NY	\$447,079	Executive Director	\$80,641	<b>\$81,615</b>	2024
<a href="#">Take-up Productions</a>	MN	\$445,379	Trustee/manager	\$24,880	<b>\$28,348</b>	2023
<a href="#">Community Playhouse Inc</a>	IA	\$443,541	Executive Director	\$50,375	<b>\$63,602</b>	2023
<a href="#">Krymov Lab Inc</a>	NY	\$480,680	Managing Director	\$26,486	<b>\$26,806</b>	2024
<a href="#">Fiasco Theater Ltd</a>	NY	\$442,801	President/co-artistic Director	\$36,465	<b>\$36,906</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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** 321 organizations. Compensation range \$777–\$155,303; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$462,005); for reference, expenses \$403,964 and assets \$136,343.

ROLE MATCH	Brian G Lawrence, reported title " <i>PRESIDENT &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (Brian G Lawrence) 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 10, 2026, comparing compensation against 321 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,550 is reasonable (approximately the 58<sup>th</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 10, 2026.