

Vermont Stage Company

Executive Director / CEO

EIN 030342411
 VT · NTEE A650
 FY ending 2024-06-30
June 10, 2026

This analysis benchmarks the total compensation of **Noah A Blocker-glynn Until 11824, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **320** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

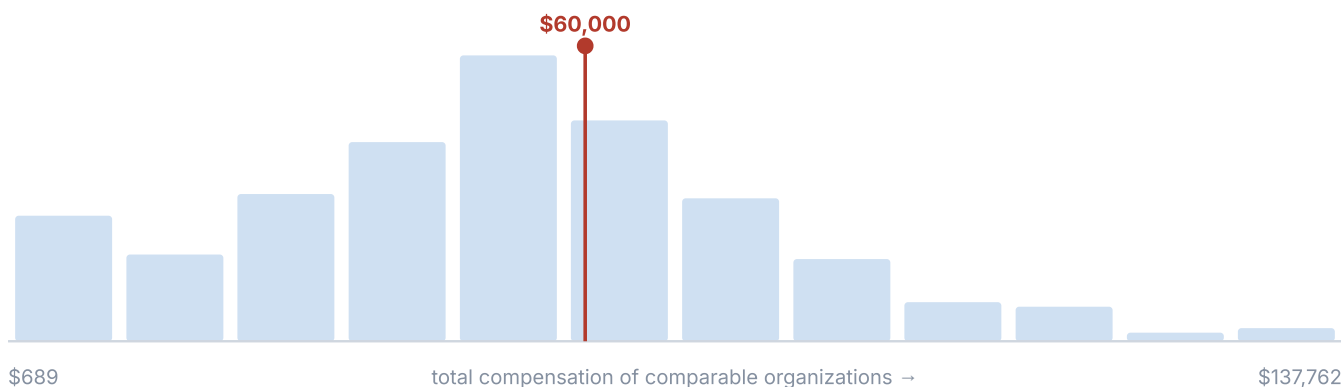
Benchmarked executive: Noah A Blocker-glynn Until 11824 — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A650).
BUDGET	Total revenue between \$325,132 and \$727,909 — 0.67x to 1.50x the subject's \$485,273 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

320 organizations qualified on sector, size, and geography → **320** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,449	\$34,325	\$51,159	\$67,301	\$85,620	\$60,000
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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 VT 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
Halifax Repertory Theatre	FL	\$485,446	President	\$22,500	\$20,459	2025
Salt Pa	PA	\$486,137	Vice President	\$37,233	\$37,979	2023
Six Points Theater	MN	\$483,858	Producing Artistic Dir	\$83,875	\$82,341	2024
Mabou Mines Development Foundation Inc	NY	\$488,018	President	\$18,120	\$16,268	2024
Rome Little Theatre Inc	GA	\$481,871	Executive Director	\$51,691	\$51,638	2024
Great Barrington Public Theater Inc	MA	\$488,819	Development Director	\$41,250	\$36,828	2024
Krymov Lab Inc	NY	\$480,680	Managing Director	\$26,486	\$23,778	2024
Shattered Globe Theatre	IL	\$490,442	Director	\$75,000	\$73,256	2024
Lifeline Productions Inc	IL	\$493,881	Managing Dir.	\$30,010	\$28,556	2025
Fort Hill Performing Arts Center Inc	NY	\$494,348	President	\$36,067	\$32,380	2024
Educational Theatre Company	VA	\$494,757	Managing Director	\$78,896	\$77,919	2023
Theatre 831	CA	\$494,859	Artistic Director	\$50,400	\$44,516	2023
Tennessee Theater Company	TN	\$495,163	Director	\$96,000	\$100,255	2024
Georgia Ensemble Theatre Company	GA	\$497,310	Producing Artistic Director	\$38,347	\$38,307	2024
One More Productions Inc	CA	\$498,048	President	\$80,514	\$69,073	2024
The Hatch Inc	VT	\$472,296	Executive Director	\$80,840	\$80,840	2024
Solas Nua Inc	DC	\$499,950	President	\$75,000	\$65,388	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Augusta Mini Theatre Inc	GA	\$500,509	Executive Direc	\$31,777	\$32,682	2023
Prospect Theater Project	CA	\$500,736	Executive Dir.	\$29,449	\$25,264	2024
The Sacred Fools Theater	CA	\$501,859	Managing Director	\$27,500	\$23,592	2024
Siudy Flamenco Dance Theatre Inc	FL	\$468,461	Executive Dir.	\$44,790	\$43,039	2023
Plan-b Theatre Company	UT	\$467,893	Managing Dir	\$53,117	\$54,012	2024
Hartbeat Ensemble Inc	CT	\$467,053	Managing Director	\$59,333	\$56,904	2023
The Inheritance Project Ltd	NY	\$466,527	Executive Dir.	\$74,750	\$67,108	2024
Sweet Jane Productions Inc	NY	\$465,782	President & Chairman	\$57,077	\$52,756	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	320 organizations. Compensation range \$689–\$137,762; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$485,273); for reference, expenses \$662,786 and assets \$72,423.
ROLE MATCH	Noah A Blocker-glynn Until 11824, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	65 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	64 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 (Noah A Blocker-glynn Until 11824) 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 320 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 65th 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.