

# Theatrezone Inc

Executive Director / CEO

EIN **043341328**  
 MA · NTEE A650  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Danielle Jacques, Executive Director / CEO** (\$88,451) against **every comparable organization** that fit the selection criteria — **326** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

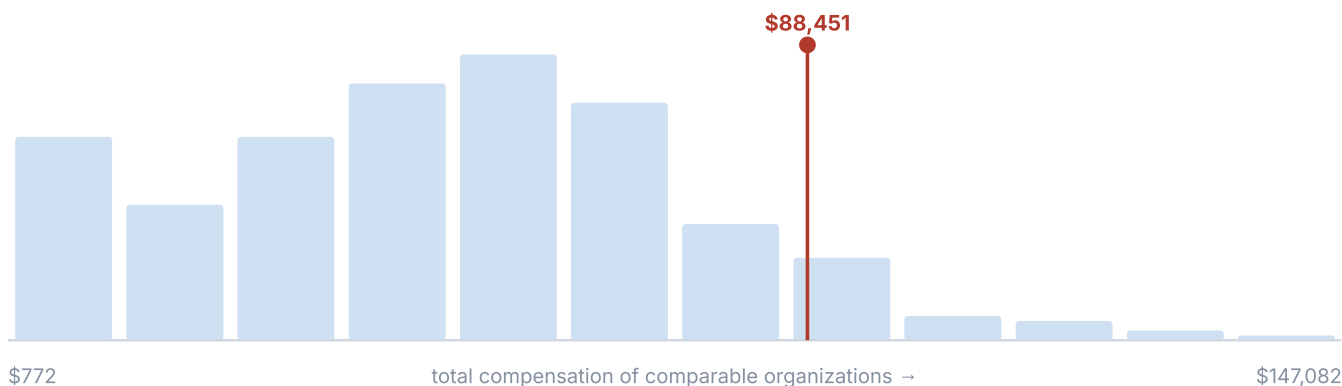
**Benchmarked executive:** Danielle Jacques — reported title "TREAS/CLERK", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A650).
- BUDGET** Total revenue between \$260,872 and \$584,043 — 0.67x to 1.50x the subject's \$389,362 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**326** organizations qualified on sector, size, and geography → **326** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,296	\$28,342	\$49,000	\$66,792	\$82,612	<b>\$88,451</b>
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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 MA 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="#">Sonoma Arts Live</a>	CA	\$387,782	President	\$3,325	<b>\$3,195</b>	2024
<a href="#">Chicago Tap Theatre Nfp</a>	IL	\$391,090	Artistic Director	\$37,000	<b>\$40,479</b>	2024
<a href="#">Cyrano's Theatre Company</a>	AK	\$387,508	Producing Artistic Director	\$48,000	<b>\$51,068</b>	2024
<a href="#">Yorba Linda Spotlight Theater Company</a>	CA	\$391,469	Studio Manager	\$69,564	<b>\$66,846</b>	2024
<a href="#">Saratoga Sponsor-a-scholar</a>	NY	\$391,840	Executive Director	\$35,000	<b>\$36,235</b>	2023
<a href="#">Childrens Theatre Of Elgin &amp; Fox Valley Theatre Company</a>	IL	\$392,287	Director Of Opertions	\$53,815	<b>\$58,875</b>	2024
<a href="#">Ahwatukee Children's Theatre Inc</a>	AZ	\$392,334	Executive Director	\$68,645	<b>\$75,636</b>	2023
<a href="#">Millbrook Playhouse Inc</a>	PA	\$386,051	Managing Director	\$32,810	<b>\$36,411</b>	2024
<a href="#">Literature To Life Inc</a>	NY	\$385,828	Exe Dir	\$32,200	<b>\$31,545</b>	2025
<a href="#">Vanguard Theater Company</a>	NJ	\$393,281	Artistic Director	\$12,500	<b>\$12,786</b>	2023
<a href="#">Portland Drama Club</a>	OR	\$382,766	Executive Director & Board Chair	\$59,072	<b>\$61,047</b>	2024
<a href="#">Santa Monica Theatre Guild</a>	CA	\$397,778	Member	\$27,615	<b>\$26,536</b>	2024
<a href="#">Victory Gardens Theater</a>	IL	\$380,792	Managing Director	\$59,111	<b>\$66,580</b>	2023
<a href="#">Rivendell Theatre Ensemble</a>	IL	\$398,180	Director	\$50,576	<b>\$55,332</b>	2024
<a href="#">Beaver Dam Area Community Theatre Inc</a>	WI	\$380,164	Managing Director	\$60,000	<b>\$71,791</b>	2023
<a href="#">The Justice Theater Project</a>	NC	\$380,151	Executive Producer	\$35,700	<b>\$41,049</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">North Platte Community Playhouse</a>	NE	\$398,815	Administrati	\$20,766	<b>\$25,589</b>	2023
<a href="#">The Theatre Within Inc</a>	NY	\$379,723	President	\$34,400	<b>\$35,613</b>	2023
<a href="#">Shaker Bridge Theatre Inc</a>	VT	\$400,360	Producing Artistic Director Ex Officio	\$48,750	<b>\$53,196</b>	2025
<a href="#">Second Generation Theatre Company</a>	NY	\$400,401	Executive Di	\$10,000	<b>\$10,056</b>	2024
<a href="#">Project Danztheatre Company</a>	IL	\$377,104	Executive Dir.	\$66,707	<b>\$71,099</b>	2025
<a href="#">Theatre33</a>	WA	\$402,026	Vice President	\$25,602	<b>\$26,261</b>	2023
<a href="#">Island Star Performances Inc</a>	TX	\$376,544	Vice President	\$50,441	<b>\$56,149</b>	2024
<a href="#">Lukaba Productions</a>	IL	\$402,338	Executive Director	\$75,000	<b>\$82,053</b>	2024
<a href="#">Assitejusa Db a Theatre For Young Audiences Usainc</a>	NY	\$375,692	Executive Director	\$96,992	<b>\$100,414</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	<b>326</b> organizations. Compensation range \$772–\$147,082; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$389,362); for reference, expenses \$460,207 and assets \$1,951,013.
ROLE MATCH	Danielle Jacques, reported title <i>"TREAS/CLERK"</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</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 (Danielle Jacques) 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 326 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,451 is reasonable (approximately the 93<sup>rd</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.