

Very Merry Theatre

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Don Wright, Executive Director / CEO** (\$41,428) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

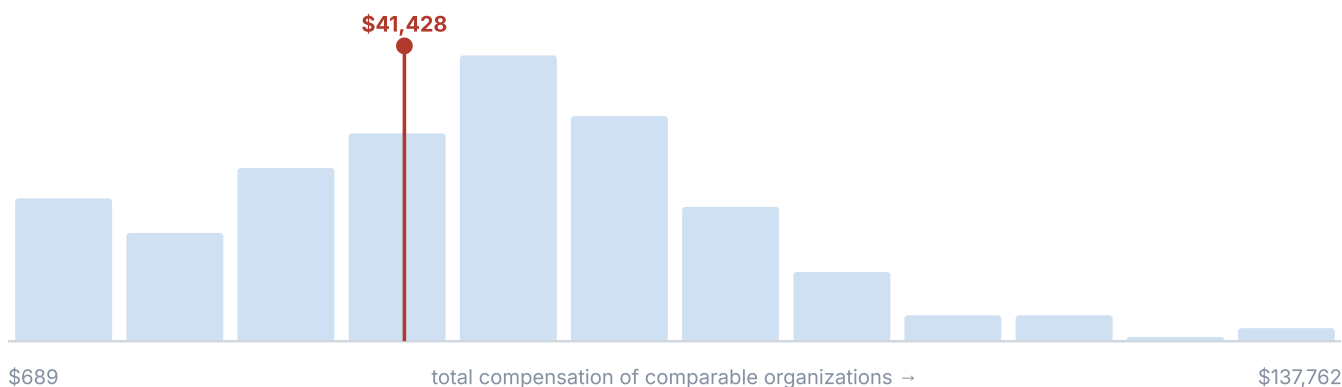
Benchmarked executive: Don Wright — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

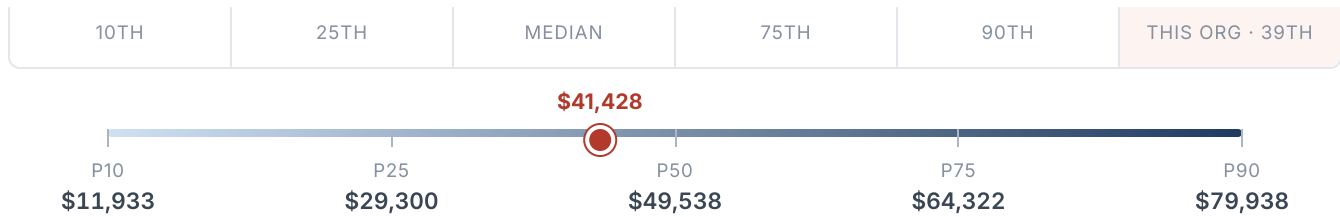
SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$293,444 and \$656,965 — 0.67x to 1.50x the subject's \$437,977 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

327 organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,933	\$29,300	\$49,538	\$64,322	\$79,938	\$41,428
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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
Ojai Playwrights Conference	CA	\$439,363	Managing Director	\$40,000	\$34,316	2024
The Actors Conservatory Theatre	TX	\$435,935	General Production Manager	\$50,000	\$51,159	2023
Silicon Valley Shakespeare	CA	\$435,774	Executive Director	\$40,000	\$35,329	2023
Bay Community Theatre Organization	MI	\$435,678	General Manager	\$105,000	\$107,675	2024
Squonk Opera Inc	PA	\$440,506	Co-executive Director/secretary	\$87,000	\$86,197	2024
Performance Now Theatre Company	CO	\$441,146	Executive Producer	\$24,250	\$23,784	2023
Cyt Tri-valley Inc	CA	\$433,816	Managing Director	\$40,455	\$34,707	2024
Fiasco Theater Ltd	NY	\$442,801	President/co-artistic Director	\$36,465	\$32,737	2024
Community Playhouse Inc	IA	\$443,541	Executive Director	\$50,375	\$56,419	2023
Shakespeare By The Sea	CA	\$431,335	Board Member	\$59,626	\$51,153	2024
Take-up Productions	MN	\$445,379	Trustee/manager	\$24,880	\$25,146	2023
The Theatre Of The Emerging American	NY	\$429,983	Producing Director	\$44,645	\$41,265	2023
Theatre Of The Oppressed Nyc Inc	NY	\$447,079	Executive Director	\$80,641	\$72,397	2024
On Stage Inc	MA	\$428,531	Artistic Director	\$60,562	\$52,676	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Highlands Little Theatre Inc	FL	\$427,469	Theater Manager	\$40,766	\$38,048	2024
Capital Fringe Inc	DC	\$426,671	Presidentsecretary	\$108,156	\$94,295	2024
South Orange County Community Theatre	CA	\$426,433	President	\$9,000	\$7,522	2025
Emerging Artists Theatre Co Inc	NY	\$426,009	Artistic Direct	\$26,000	\$23,342	2024
White Bird Productions Inc	NY	\$450,835	President	\$60,000	\$55,457	2023
Lubbock Moonlight Musicals Inc	TX	\$425,007	Founder & Ar	\$12,000	\$12,278	2023
Chandler Youth Theatre	AZ	\$451,424	Director	\$50,000	\$47,774	2024
Balanced Almond Inc	TX	\$451,494	President	\$40,134	\$39,886	2024
Gingold Theatrical Group	NY	\$452,801	Artistic Dir.	\$57,200	\$51,352	2024
Timothy Mooney Repertory Theatre	MI	\$422,982	President And Executive Direc	\$51,000	\$52,299	2024
Rocklin Community Theatre	CA	\$422,636	Executive Director	\$22,709	\$19,482	2024

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 **327** organizations. Compensation range \$689–\$137,762; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$437,977); for reference, expenses \$445,137 and assets \$212,227.
ROLE MATCH	Don Wright, reported title " <i>EXECUTIVE DIRECTOR</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	39 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	39 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 (Don Wright) 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 327 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,428 is reasonable (approximately the 39th 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.