

Portland Revels

Executive Director / CEO

EIN 131134622

OR · NTEE A650

FY ending 2025-03-31

June 10, 2026

This analysis benchmarks the total compensation of **Lauren Hanover, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **323** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

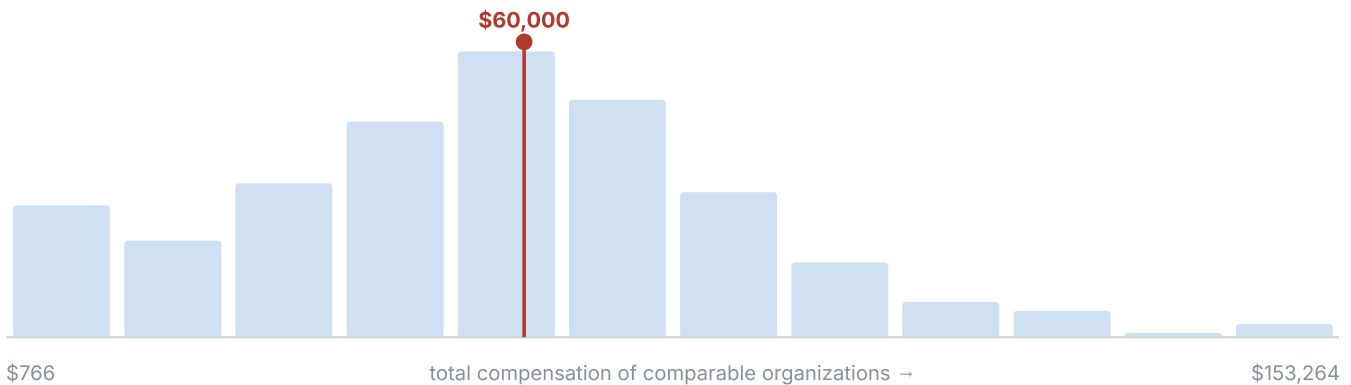
Benchmarked executive: Lauren Hanover — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

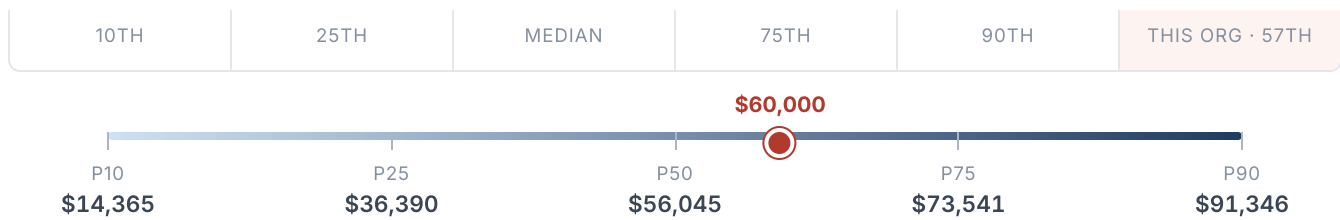
SECTOR	Organizations sharing the subject's NTEE classification (A650).
BUDGET	Total revenue between \$306,535 and \$686,274 — 0.67x to 1.50x the subject's \$457,516 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

323 organizations qualified on sector, size, and geography → **323** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,365	\$36,390	\$56,045	\$73,541	\$91,346	\$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 OR 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
Portland Experimental Theatre Ensemble	OR	\$457,269	Board Member	\$43,250	\$44,394	2024
Saguaro City Music Theatre	AZ	\$457,185	Managing Director	\$3,000	\$3,189	2024
Austin Scottish Rite Community And	TX	\$457,853	Executive Dir.	\$58,200	\$64,350	2024
Exodus Ensemble	NM	\$456,258	Executive Di	\$38,595	\$47,238	2023
The Elm Shakespeare Company	CT	\$455,494	Producing Artistic Directo	\$79,711	\$82,609	2024
Beaumont Community Players Inc	TX	\$459,825	Executive Dir	\$75,000	\$82,924	2024
Hallwalls Inc	NY	\$454,638	Executive Dir.	\$50,500	\$50,439	2024
Sieminski Theater Inc	NJ	\$462,005	President & Ceo	\$61,550	\$60,742	2024
Gingold Theatrical Group	NY	\$452,801	Artistic Dir.	\$57,200	\$57,131	2024
Balanced Almond Inc	TX	\$451,494	President	\$40,134	\$44,375	2024
Chandler Youth Theatre	AZ	\$451,424	Director	\$50,000	\$53,151	2024
Playful People Productions	CA	\$463,684	Executive Dir.	\$12,557	\$11,985	2024
White Bird Productions Inc	NY	\$450,835	President	\$60,000	\$61,698	2023
New Federal Theatre Inc	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	\$69,930	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sweet Jane Productions Inc	NY	\$465,782	President & Chairman	\$57,077	\$58,692	2023
The Inheritance Project Ltd	NY	\$466,527	Executive Dir.	\$74,750	\$74,660	2024
Hartbeat Ensemble Inc	CT	\$467,053	Managing Director	\$59,333	\$63,307	2023
Plan-b Theatre Company	UT	\$467,893	Managing Dir	\$53,117	\$60,089	2024
Theatre Of The Oppressed Nyc Inc	NY	\$447,079	Executive Director	\$80,641	\$80,544	2024
Siudy Flamenco Dance Theatre Inc	FL	\$468,461	Executive Dir.	\$44,790	\$47,882	2023
Take-up Productions	MN	\$445,379	Trustee/manager	\$24,880	\$27,976	2023
Community Playhouse Inc	IA	\$443,541	Executive Director	\$50,375	\$62,767	2023
Fiasco Theater Ltd	NY	\$442,801	President/co-artistic Director	\$36,465	\$36,421	2024
The Hatch Inc	VT	\$472,296	Executive Director	\$80,840	\$89,937	2024
Performance Now Theatre Company	CO	\$441,146	Executive Producer	\$24,250	\$26,461	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2025 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 OR 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 **323** organizations. Compensation range \$766–\$153,264; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$457,516); for reference, expenses \$449,225 and assets \$160,195.
ROLE MATCH	Lauren Hanover, reported title "EXECUTIVE DIRECTOR", 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	57 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	56 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 (Lauren Hanover) 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 323 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 57th 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.