

Chautauqua Regional Youth Ballet

Executive Director / CEO

EIN 161302001
 NY · NTEE A250
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Bush, Executive Director / CEO** (\$42,482) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

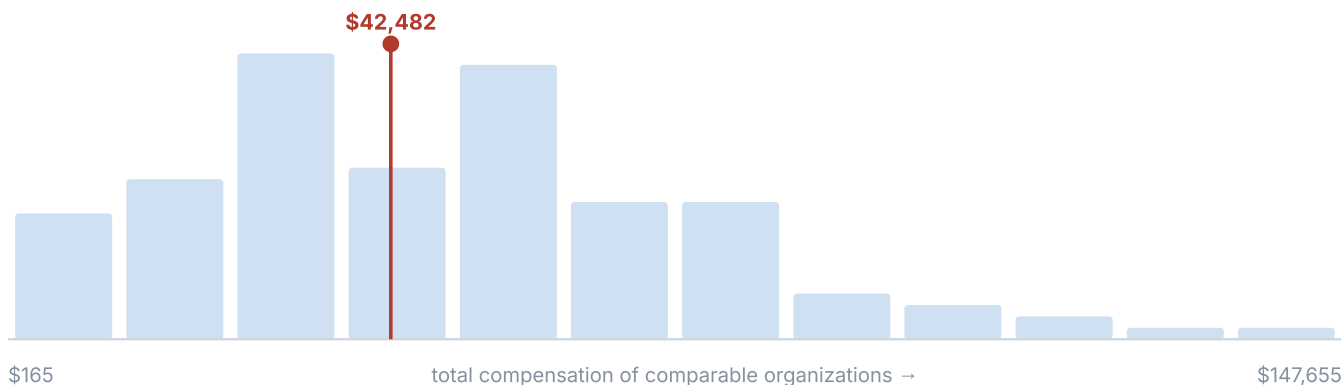
Benchmarked executive: Elizabeth Bush — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A250).
BUDGET	Total revenue between \$149,949 and \$335,707 — 0.67x to 1.50x the subject's \$223,805 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,591	\$27,904	\$46,556	\$65,609	\$83,866	\$42,482
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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 NY 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
Turning The Wheel Productions Inc	CO	\$224,442	Facilitator/coordinator	\$37,338	\$39,621	2023
Gustavo Dudamel Foundation Inc	NY	\$222,977	Director Of Programs	\$42,000	\$42,000	2023
Artworks For Milwaukee Inc	WI	\$224,879	Executive Director	\$54,615	\$61,310	2024
North Country Studio Workshops Inc	NH	\$221,522	Exec. Director	\$20,024	\$19,362	2025
Blackstone Valley Music And Performing Arts Collab	MA	\$226,728	President	\$17,348	\$16,325	2025
Light Industry Cinema Projects Ltd	NY	\$226,957	Director	\$30,050	\$29,188	2024
Lamb Center For Arts And Healing	VA	\$220,347	Executive Dir.	\$78,000	\$83,345	2023
Southwest Judges Network	CA	\$228,462	Vice President	\$1,000	\$904	2025
Extra Mile Student Center	WA	\$218,788	Executive Director	\$60,000	\$59,448	2023
Creative Hearts Inc	NY	\$218,781	Director	\$33,800	\$32,830	2024
Hamilton-garrett Music And Arts Academy Inc	MA	\$229,235	Executive Director	\$87,447	\$84,467	2024
Cincinnati Music & Wellness Coalition	OH	\$230,257	Ceo	\$50,000	\$56,925	2024
Amp Up Arts	AL	\$230,440	Executive Di	\$16,293	\$18,921	2024
Scalehouse	OR	\$216,997	Executive Director	\$20,000	\$19,964	2024
Freedom Arts And Education Center	MO	\$216,773	Executive Director	\$28,940	\$33,921	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Frank Hamilton School Inc	GA	\$216,509	Executive Director	\$18,200	\$19,671	2024
Los Angeles Theatre Academy Inc	CA	\$231,447	Executive Dir.	\$20,310	\$19,408	2023
Ruckusroots Inc	CA	\$215,420	Executive Director	\$65,799	\$62,877	2023
National Parks Arts Foundation	NM	\$214,695	President	\$57,500	\$66,476	2024
Hawkeye Indian Cultural Center Inc	NC	\$213,614	Executive Dir.	\$1,400	\$1,515	2025
Michigan Arts Access	MI	\$213,518	Executive Di	\$46,000	\$51,036	2024
Day li Day Foundation Inc	CA	\$213,010	President & Ceo	\$60,500	\$57,813	2023
Small School Inc	NC	\$212,051	Chairman	\$102,000	\$113,288	2024
B H Foxy Foundation Inc	CA	\$235,814	Chair/executive Director	\$55,708	\$51,707	2024
Artists Open Studio Inc	OH	\$211,752	Executive Di	\$19,600	\$22,315	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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 124 organizations. Compensation range \$165–\$147,655; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$223,805); for reference, expenses \$230,064 and assets \$94,422.

ROLE MATCH Elizabeth Bush, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	47 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	44 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 (Elizabeth Bush) 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 124 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,482 is reasonable (approximately the 47th 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.