

Maryland Center For The Visual And Performing Arts Inc

Executive Director / CEO

EIN 203022352
 MD · NTEE A60
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Robert Willenbrink, Executive Director / CEO** (\$22,000) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

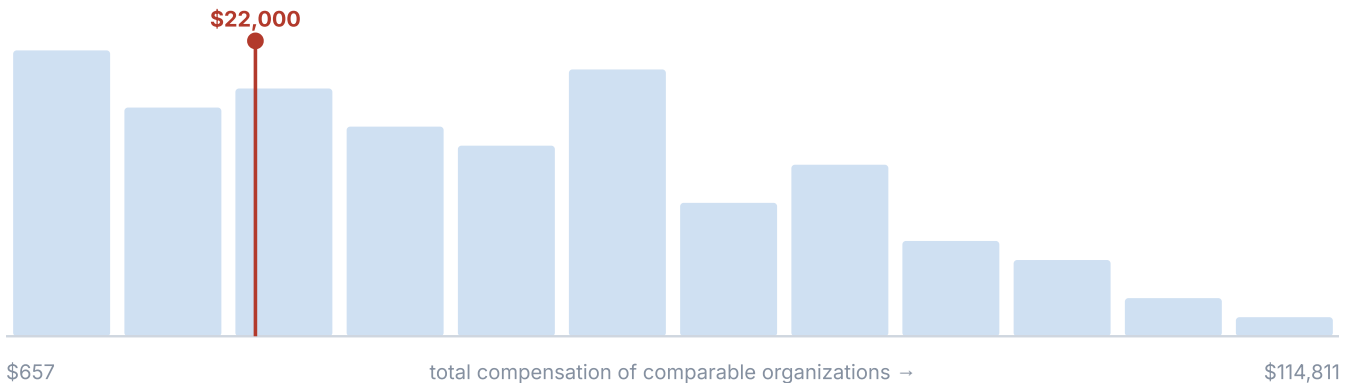
Benchmarked executive: Robert Willenbrink — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$139,289 and \$311,842 — 0.67x to 1.50x the subject's \$207,895 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,701 10TH	\$18,265 25TH	\$39,443 MEDIAN	\$62,743 75TH	\$77,797 90TH	\$22,000 THIS ORG · 28TH
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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 MD 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
Theater At The Center Inc	IN	\$208,112	Administrator	\$44,677	\$53,257	2023
State Theatre Preservation Society	PA	\$207,334	President	\$3,116	\$3,513	2023
Our Fabulous Variety Show Inc	NY	\$208,492	Executive Di	\$33,648	\$32,522	2025
Theatre Art For Kids	NE	\$208,967	President	\$23,333	\$27,553	2024
Ovation Theatre	CA	\$209,509	Executive Director	\$53,750	\$50,958	2024
Starring Buffalo Inc	NY	\$206,183	Executive Director	\$15,000	\$14,498	2025
Allens Community Theatre	TX	\$205,139	At Large	\$1,275	\$1,441	2023
Experiments In Opera	NY	\$211,152	Executive Director	\$12,000	\$11,599	2025
Freed Performing Arts Inc	FL	\$211,849	President	\$36,000	\$38,228	2023
Dance Canvas Inc	GA	\$202,673	Executive Artistic Director	\$104,000	\$114,811	2024
Blackstone River Theatre	RI	\$213,507	Executive Director	\$72,538	\$78,623	2023
East Side Arts Council	MN	\$213,627	Executive Dir.	\$40,810	\$44,274	2024
Steel City Improv Theater	PA	\$215,164	Interim Executive Director	\$60,370	\$68,051	2023
Bruka Theater Of The Sierra Inc	NV	\$215,521	Executive Director	\$28,620	\$32,428	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Opera Project Columbus Inc	OH	\$216,683	Secretary	\$7,600	\$9,099	2023
Corrib Theatre	OR	\$219,389	Managing Director	\$63,358	\$66,507	2023
Creative Arts Repertoire Ensemble	MI	\$195,311	Director	\$7,500	\$8,499	2024
Ra-ve Cultural Foundation Inc	AR	\$195,135	Executive Director	\$31,416	\$39,917	2023
Base Academy Of Music	MO	\$220,833	Executive Director	\$29,692	\$34,528	2024
Vineyard Arts Project Limited	MA	\$221,556	Founder And Artistic Director	\$97,846	\$99,387	2023
The Square Foot Theatre Company Inc	CT	\$222,033	Excutive Director & Co-founder	\$12,379	\$13,120	2023
Bay Area Omni Foundation For	CA	\$192,946	President	\$35,200	\$34,358	2023
Mosaic Steel Orchestra	VA	\$222,867	President	\$70,763	\$77,232	2023
Brooklynone Productions Inc	NY	\$192,847	Officer	\$27,470	\$27,254	2024
Wonderlust Productions	MN	\$223,119	Board Member And Co-artistic Director	\$44,750	\$49,982	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **103** organizations. Compensation range \$657–\$114,811; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$207,895); for reference, expenses \$295,251 and assets \$1,609,801. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Robert Willenbrink, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	28 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	28 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 (Robert Willenbrink) 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 103 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,000 is reasonable (approximately the 28th 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.