

# Richmond Shakespeare

Executive Director / CEO

EIN 208342318

VA · NTEE A65

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jase Sullivan, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

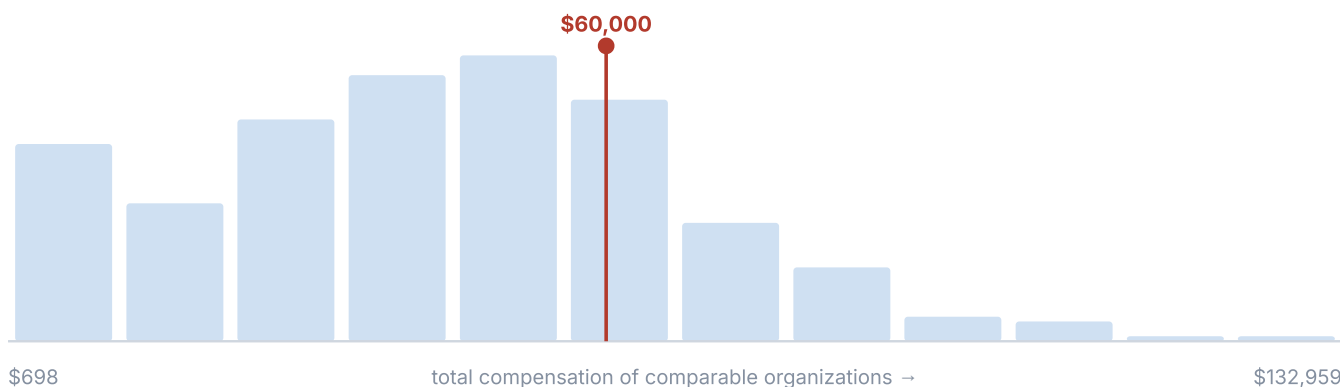
**Benchmarked executive:** Jase Sullivan — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$246,181 and \$551,152 — 0.67x to 1.50x the subject's \$367,435 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**324** organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,373	\$25,814	\$44,011	\$60,199	\$74,073	\$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 VA 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="#">Capital City Theatre</a>	WI	\$365,982	Managing Director/director	\$43,652	<b>\$47,215</b>	2023
<a href="#">Oklahoma Shakespeare In The Park</a>	OK	\$365,936	Exec & Artis	\$58,168	<b>\$64,433</b>	2024
<a href="#">Spotlight Youth Theatre</a>	AZ	\$368,952	Managing Director	\$11,050	<b>\$11,006</b>	2023
<a href="#">Summit Theatre Group</a>	MO	\$369,198	President	\$1,980	<b>\$2,109</b>	2024
<a href="#">Prime Stage</a>	PA	\$365,478	Treasurer	\$7,600	<b>\$7,849</b>	2023
<a href="#">Parkway Playhouse Of Burnsville</a>	NC	\$365,272	Exc Director	\$31,607	<b>\$32,853</b>	2024
<a href="#">Co Lab Theater Group Inc</a>	NY	\$369,803	Executive Director Resigned 1/14/24	\$89,374	<b>\$81,243</b>	2024
<a href="#">Facetime Theatre Inc</a>	PA	\$364,499	Executive Director	\$17,504	<b>\$18,078</b>	2023
<a href="#">Ridgway Chautauqua</a>	CO	\$372,005	Executive Director	\$133,883	<b>\$132,959</b>	2023
<a href="#">Ensemble Studio Theatre The La Project</a>	CA	\$372,384	Artistic Director	\$14,500	<b>\$12,968</b>	2023
<a href="#">Soho Think Tank Inc</a>	NY	\$362,005	Member/ad	\$47,536	<b>\$44,488</b>	2023
<a href="#">The Tennessee Williams Theatre Company</a>	LA	\$373,292	Co Artistic Director	\$24,976	<b>\$27,666</b>	2024
<a href="#">American Friends Of Chicken Shed Inc</a>	NY	\$374,584	Ceo & President	\$55,328	<b>\$51,780</b>	2023
<a href="#">Rorschach Theatre</a>	DC	\$360,105	Board Of Directors And Co-artistic Director	\$61,231	<b>\$54,053</b>	2024
<a href="#">Freehold Theatre Lab Studio</a>	WA	\$374,871	Artistic And Founding Partner	\$32,800	<b>\$29,541</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Golden Thread Productions</a>	CA	\$374,921	Exec Artist Dir	\$72,000	<b>\$62,543</b>	2024
<a href="#">Centerstage Theatre Company</a>	CO	\$359,823	Board Member	\$1,200	<b>\$1,158</b>	2024
<a href="#">Bell Tower Productions</a>	IA	\$375,624	President/executive Direct	\$32,192	<b>\$36,506</b>	2023
<a href="#">Assitejusa DbA Theatre For Young Audiences Usainc</a>	NY	\$375,692	Executive Director	\$96,992	<b>\$90,772</b>	2023
<a href="#">Island Star Performances Inc</a>	TX	\$376,544	Vice President	\$50,441	<b>\$50,758</b>	2024
<a href="#">New York Neo-futurists</a>	NY	\$358,046	Co-artistic Director	\$67,734	<b>\$63,390</b>	2023
<a href="#">Wimberley Players Inc</a>	TX	\$357,953	Technical Director	\$52,824	<b>\$54,726</b>	2023
<a href="#">Project Danztheatre Company</a>	IL	\$377,104	Executive Dir.	\$66,707	<b>\$64,272</b>	2025
<a href="#">Youth Performance Company</a>	MN	\$357,276	Managing Director	\$76,470	<b>\$76,012</b>	2024
<a href="#">The Children's Theatre Company Inc</a>	NY	\$356,467	Executive Artistic Director	\$4,800	<b>\$4,492</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **324** organizations. Compensation range \$698–\$132,959; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$367,435); for reference, expenses \$351,808 and assets \$241,156.
ROLE MATCH	Jase Sullivan, reported title " <i>Managing 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	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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Jase Sullivan) 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 324 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 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.