

# Theatre Network Of Texas Inc

Executive Director / CEO

EIN 237258333

TX · NTEE A190

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dennis Yslas, Executive Director / CEO** (\$58,665) against the **2000** closest of **2,011** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

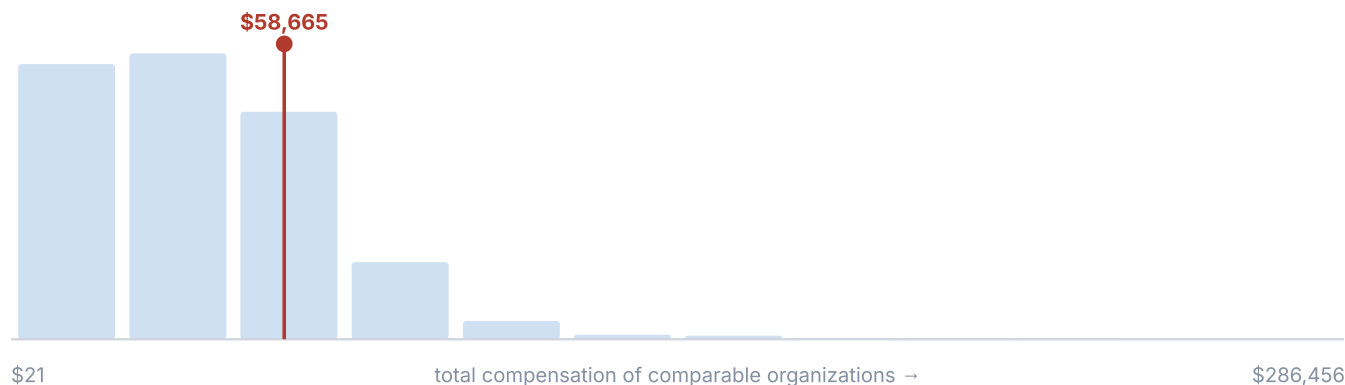
**Benchmarked executive:** Dennis Yslas — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A190).
BUDGET	Total revenue between \$132,705 and \$297,102 — 0.67x to 1.50x the subject's \$198,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**2,011** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$6,411	\$19,118	\$37,982	\$57,202	\$74,949	\$58,665
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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 TX 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="#">Youth Chorale Of Central Minnesota</a>	MN	\$198,106	Executive Director	\$40,000	<b>\$39,512</b>	2024
<a href="#">Fort Totten Little Theater Company</a>	ND	\$198,130	President	\$1,500	<b>\$1,694</b>	2023
<a href="#">Connecticut Society Of Genealogists Inc</a>	CT	\$197,852	Office Manager	\$47,234	<b>\$43,132</b>	2025
<a href="#">Make Music Nola</a>	LA	\$197,775	Executive Director	\$90,268	<b>\$96,805</b>	2025
<a href="#">Charles Houston Cultural Project Inc</a>	MA	\$197,585	President	\$16,798	<b>\$15,090</b>	2024
<a href="#">Sacramento Jazz Education Foundation</a>	CA	\$198,559	Executive Director	\$52,382	<b>\$45,218</b>	2024
<a href="#">Lynnville Area Arts Association Inc</a>	TN	\$198,597	Executive Director	\$16,900	<b>\$18,283</b>	2023
<a href="#">Oklahoma City Art Museum Affiliated</a>	OK	\$198,654	Secretary	\$25,864	<b>\$29,312</b>	2023
<a href="#">Empact Inc</a>	NY	\$198,656	President	\$5,000	<b>\$4,517</b>	2024
<a href="#">Children's Theatre Of Southern Indiana</a>	IN	\$198,732	Ceo	\$45,031	<b>\$46,249</b>	2025
<a href="#">Boulder School For German Language And Culture</a>	CO	\$198,752	President	\$27,093	<b>\$26,738</b>	2023
<a href="#">Yeiser Art Center Inc</a>	KY	\$198,758	Exec Director	\$42,921	<b>\$47,460</b>	2023
<a href="#">Open Source Media Inc</a>	MA	\$197,246	President & Director	\$73,462	<b>\$65,994</b>	2024
<a href="#">Dimensions Variable (Dv)</a>	FL	\$198,940	Co-founder & Chair	\$21,754	<b>\$20,430</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">What A Do Theatre</a>	MI	\$198,941	Executive Di	\$53,109	<b>\$53,388</b>	2025
<a href="#">Glendale Arts</a>	CA	\$199,034	Ceo	\$89,804	<b>\$75,523</b>	2025
<a href="#">Massachusetts Educational Theater</a>	MA	\$199,088	Exec Director (Ex-officio)	\$23,004	<b>\$21,275</b>	2023
<a href="#">Franklin Pond Chamber Music Inc</a>	GA	\$196,945	Executive Director	\$25,000	<b>\$25,129</b>	2024
<a href="#">Volunteer Odyssey</a>	TN	\$196,873	Executive Director	\$67,379	<b>\$70,803</b>	2024
<a href="#">Hale Puna</a>	HI	\$196,791	Treasurer	\$21,224	<b>\$18,996</b>	2024
<a href="#">International Horn Society</a>	CA	\$199,373	Executive Director	\$44,000	<b>\$37,982</b>	2024
<a href="#">Alliance Francaise &amp; Language Ctr</a>	RI	\$199,404	Former Direc	\$11,600	<b>\$10,833</b>	2025
<a href="#">National Museum Of Gospel Music</a>	IL	\$196,675	President And Executive Director	\$68,750	<b>\$67,568</b>	2024
<a href="#">Orlando Gay Chorus Inc</a>	FL	\$199,468	Treasurer	\$6,500	<b>\$5,947</b>	2025
<a href="#">Illinois Rock &amp; Roll Museum On</a>	IL	\$199,486	President	\$30,200	<b>\$30,558</b>	2023

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

## Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$21–\$286,456; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$198,068); for reference, expenses \$180,198 and assets \$218,716.

<b>ROLE MATCH</b>	Dennis Yslas, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	65 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	32 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	74 <sup>th</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 (Dennis Yslas) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,665 is reasonable (approximately the 77<sup>th</sup> 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.