

Cloverdale Performing Arts Centerinc

Executive Director / CEO

EIN 260182795

CA · NTEE A61

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robert Zelenka, Executive Director / CEO** (\$58,000) against **every comparable organization** that fit the selection criteria — **1069** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Robert Zelenka — reported title “Artistic 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 (A61).
BUDGET	Total revenue between \$96,946 and \$217,044 — 0.67x to 1.50x the subject's \$144,696 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,069 organizations qualified on sector, size, and geography → **1,069** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,028	\$18,423	\$38,310	\$61,096	\$79,581	\$58,000
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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 CA 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
Island Community House Inc	VA	\$144,658	Executive Director	\$65,960	\$75,933	2023
Polish Center Of Discovery And Learning	MA	\$144,437	Director	\$6,000	\$6,244	2024
Creative Alliance Manitou Springs	CO	\$144,375	Vice Chair	\$2,800	\$3,201	2023
Dancing Classrooms Greater Richmond	VA	\$145,056	Executive Di	\$51,217	\$58,961	2023
Composers Now Inc	NY	\$145,117	Board Chair Artistic Director	\$34,275	\$35,868	2024
Theater Resources Unlimited Inc	NY	\$144,204	Executive Direc, President	\$24,150	\$26,018	2023
Ballet Minnesota	MN	\$145,214	Executive Director (Through June)	\$3,600	\$4,120	2024
Long Island Coalition For Fair Broadcasting	NY	\$144,168	Executive Director	\$67,123	\$68,432	2025
Collaborative Institute Of Cultural Arts	IL	\$144,152	Director	\$9,520	\$11,159	2023
Essex Youth Theater Inc	NJ	\$145,404	Artistic Director And General Manager	\$75,712	\$78,284	2024
Thresh Inc	NY	\$145,439	Executive Director	\$84,000	\$87,903	2024
Dane Arts Mural Arts Inc	WI	\$143,946	Executive Director	\$61,526	\$76,610	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
City Of Bridges Foundation	PA	\$143,919	Director	\$61,235	\$70,719	2024
Chicago Film Society	IL	\$143,760	Executive Director	\$12,999	\$14,800	2024
Name Publications Inc	FL	\$143,624	President	\$6,000	\$6,528	2024
Ct Vivian Foundation Inc	GA	\$143,562	Executive Di	\$42,000	\$47,645	2025
Brown County Historical Society	WI	\$143,537	Executive Director	\$61,500	\$74,381	2024
Betti Ono Foundation	CA	\$143,415	Ceo/presiden	\$193,948	\$199,677	2023
The Actors' Group (Tag)	HI	\$145,978	Treasurer/production/manag	\$26,475	\$28,261	2023
Upstream Theater	MO	\$146,085	Artistic Director	\$10,700	\$13,124	2024
Songs Of Solomon An Inspirational Ensemble Inc	NY	\$146,131	President	\$24,412	\$26,301	2023
Palmdale Community Foundation	CA	\$143,143	President	\$59,178	\$60,926	2023
Alleghany Highlands	VA	\$143,122	Executive Di	\$36,790	\$41,138	2024
Krewe Of Seaman Inc	LA	\$143,094	President	\$73,500	\$93,727	2024
Thin Air Community Radio	WA	\$142,997	President	\$68,177	\$70,688	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	1069 organizations. Compensation range \$300–\$331,841; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$144,696); for reference, expenses \$186,136 and assets \$550,096.
ROLE MATCH	Robert Zelenka, reported title " <i>Artistic Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	72nd
Total compensation (D + F), as reported (no adjustments)	79th
Reportable pay only (column D), adjusted	73rd
All sources (D + E + F), adjusted	69th

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 Zelenka) 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 1069 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,000 is reasonable (approximately the 72nd 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.