

# Island Star Performances Inc

Executive Director / CEO

EIN 260350883

TX · NTEE A65

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **John Zendt, Executive Director / CEO** (\$50,441) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** John Zendt — reported title "VICE PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A65).

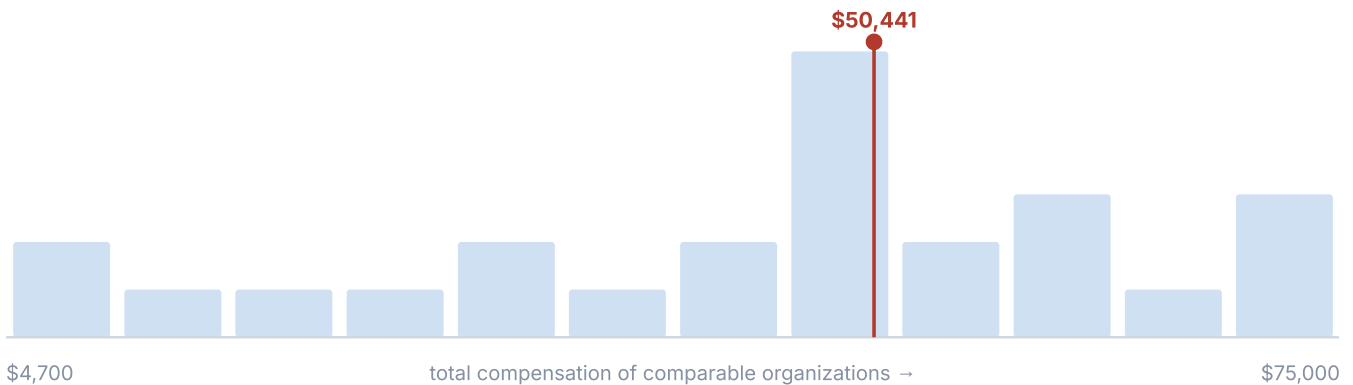
**BUDGET** Total revenue between \$252,284 and \$564,816 — 0.67x to 1.50x the subject's \$376,544 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65) + TX + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,012	\$33,500	\$48,903	\$58,200	\$67,853	\$50,441
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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="#">Wimberley Players Inc</a>	TX	\$357,953	Technical Director	\$52,824	<b>\$54,384</b>	2023
<a href="#">Hope Stone Inc</a>	TX	\$351,828	Founder & President	\$70,000	<b>\$70,000</b>	2024
<a href="#">Musiga</a>	TX	\$345,649	Executive Director	\$53,100	<b>\$54,668</b>	2023
<a href="#">The Theatre Company Of Bcs</a>	TX	\$411,951	Executive Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Glass Half Full Theatre</a>	TX	\$338,468	Co-producing Artistic Director	\$42,696	<b>\$42,696</b>	2024
<a href="#">Longview Act</a>	TX	\$330,966	Executive Director	\$60,108	<b>\$60,108</b>	2024
<a href="#">Lubbock Moonlight Musicals Inc</a>	TX	\$425,007	Founder & Ar	\$12,000	<b>\$12,354</b>	2023
<a href="#">Stolen Shakespeare Guild</a>	TX	\$319,631	Executive Di	\$48,166	<b>\$48,166</b>	2024
<a href="#">Teatro Hispano De Dallas</a>	TX	\$317,399	Executive Director	\$63,750	<b>\$65,633</b>	2023
<a href="#">The Actors Conservatory Theatre</a>	TX	\$435,935	General Production Manager	\$50,000	<b>\$51,477</b>	2023
<a href="#">Second Thought Theatre</a>	TX	\$309,488	Executive Director	\$33,500	<b>\$33,500</b>	2024
<a href="#">Balanced Almond Inc</a>	TX	\$451,494	President	\$40,134	<b>\$40,134</b>	2024
<a href="#">Paris Community Theater</a>	TX	\$295,327	President	\$4,700	<b>\$4,700</b>	2024
<a href="#">Austin Scottish Rite Community And</a>	TX	\$457,853	Executive Dir.	\$58,200	<b>\$58,200</b>	2024
<a href="#">Beaumont Community Players Inc</a>	TX	\$459,825	Executive Dir	\$75,000	<b>\$75,000</b>	2024
<a href="#">Wichita Falls Backdoor Players Inc</a>	TX	\$290,648	Executive Director	\$45,510	<b>\$46,854</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Soul Rep Theatre Company</a>	TX	\$289,722	Producton	\$26,854	<b>\$26,162</b>	2025
<a href="#">Cactus Pear Music Festival</a>	TX	\$284,917	Executive Dir.	\$69,333	<b>\$69,333</b>	2024
<a href="#">Kitchen Dog Theater</a>	TX	\$272,394	Managing Director	\$47,500	<b>\$48,903</b>	2023
<a href="#">Outcry Theatre Inc</a>	TX	\$268,753	Artistic Dir	\$37,440	<b>\$37,440</b>	2024
<a href="#">Corsicana Community Playhouse Inc</a>	TX	\$254,265	Exc Dir	\$30,805	<b>\$30,805</b>	2024
<a href="#">Lubbock Community Theatre</a>	TX	\$504,919	Executive Dir.	\$48,830	<b>\$50,272</b>	2023
<a href="#">Zilker Theatre Productions</a>	TX	\$541,587	Executive Director	\$50,000	<b>\$51,477</b>	2023
<a href="#">Island Etc</a>	TX	\$546,555	Executive Director	\$10,000	<b>\$10,295</b>	2023
<a href="#">Class Act Productions</a>	TX	\$551,261	Executive Managing Director	\$21,500	<b>\$21,500</b>	2024

**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** 25 organizations. Compensation range \$4,700–\$75,000; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$376,544); for reference, expenses \$537,498 and assets \$266,250. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** John Zendt, reported title "*VICE PRESIDENT*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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 (John Zendt) 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 25 similarly situated organizations (Same NTEE sector (A65) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,441 is reasonable (approximately the 56<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.