

Paradosi Christian Ballet

Executive Director / CEO

EIN 260868264

WA · NTEE A63

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey Bischoff, Executive Director / CEO** (\$31,800) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

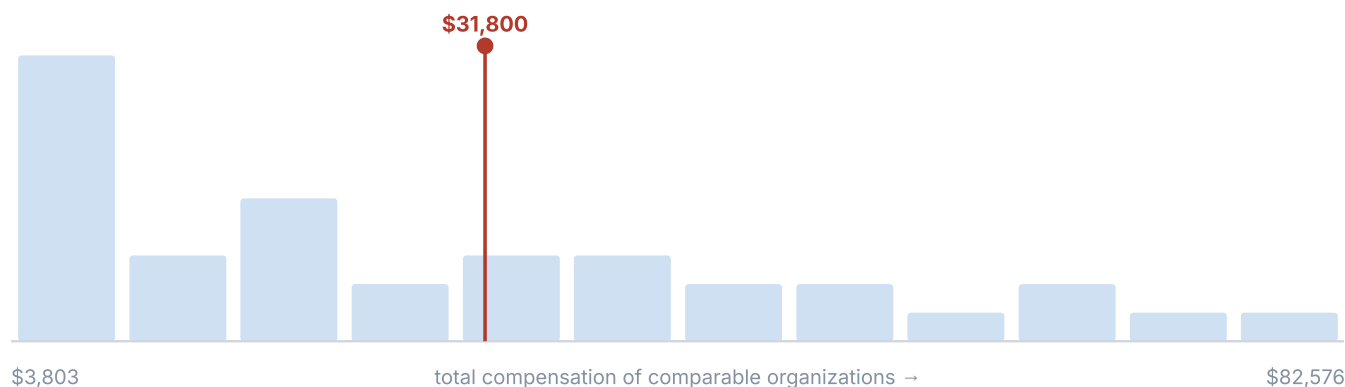
Benchmarked executive: Jeffrey Bischoff — reported title “Executive Director, President, and Registered Agent”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A63).
BUDGET	Total revenue between \$143,915 and \$322,198 — 0.67x to 1.50x the subject's \$214,799 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,044	\$6,702	\$23,205	\$43,739	\$62,629	\$31,800
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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 WA 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
Palmetto City Ballet	SC	\$217,788	Artistic Director And Ceo	\$5,950	\$6,560	2025
Port Angeles City Ballet	WA	\$210,924	Vice President	\$4,450	\$4,322	2024
Lakecities Ballet Theatre	TX	\$210,773	Artistic Director	\$10,000	\$10,852	2024
Petipa Heritage Foundation	CA	\$210,369	Executive Dir.	\$18,873	\$18,203	2023
Ballet Theatre San Luis Obispo	CA	\$219,597	President & Treasurer	\$6,295	\$5,897	2024
United Ballet Theatre Inc	FL	\$220,444	Director And Founder	\$5,700	\$5,981	2023
Rise Up School Of Dance	UT	\$207,910	President	\$47,240	\$54,003	2023
Ballet And Beyond Nyc Inc	NY	\$222,801	Director, President, Treasurer	\$6,600	\$6,303	2025
Ekklesia Contemporary Ballet Inc	CT	\$225,596	Artistic Director	\$37,754	\$38,404	2024
The Children's Ballet Inc	IN	\$203,411	Artistic Director	\$24,865	\$28,448	2024
Ozark Ballet Theater	AR	\$228,282	Executive Director	\$32,973	\$40,210	2024
Vacaville Ballet Theatre Dance Company	CA	\$199,738	President	\$4,900	\$4,590	2024
Ventura County Ballet Company	CA	\$239,678	Executive Dir.	\$4,167	\$3,803	2025
Beaumont Civic Ballet	TX	\$180,923	Executive Dir.	\$30,981	\$33,621	2024
Festival Ballet Albuquerque	NM	\$178,872	Director/cho	\$19,850	\$23,163	2024
Kansas School Of Classical Ballet Inc	KS	\$252,283	Executive Director	\$24,000	\$27,405	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indiana Ballet Theatre Nw Inc	IN	\$173,520	Founding Artistic Director	\$14,100	\$15,715	2025
International Rythmic Gymnastics-ext Mail	WA	\$256,402	President	\$14,256	\$13,847	2024
Ballet Theatre Of Lexington Inc	KY	\$258,849	Director/employee	\$41,625	\$47,267	2025
Safe Haven Ballet	NH	\$264,008	Executive Director	\$19,500	\$20,111	2023
Fadeyev Ballet Inc	NY	\$265,067	President	\$57,000	\$54,439	2025
Santa Clarita Ballet Company Inc	CA	\$267,794	Artistic Director	\$51,500	\$48,245	2024
Macomb Ballet Company	MI	\$271,104	Artistic Dir	\$28,700	\$32,138	2024
Danse Etoile Ballet Inc	CO	\$158,053	Director	\$70,265	\$73,095	2024
Metropolitan Ballet Theatre Inc	GA	\$275,350	Artistic Director	\$35,184	\$37,391	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	35 organizations. Compensation range \$3,803–\$82,576; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$214,799); for reference, expenses \$218,403 and assets \$63,446.
ROLE MATCH	Jeffrey Bischoff, reported title <i>"Executive Director, President, and Registered Agent"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	60 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	60 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 (Jeffrey Bischoff) 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 35 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,800 is reasonable (approximately the 60th 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.