

# Brightside Theatre Inc

Executive Director / CEO

EIN 271016240

IL · NTEE A65

FY ending 2023-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeffrey Cass, Executive Director / CEO** (\$20,175) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

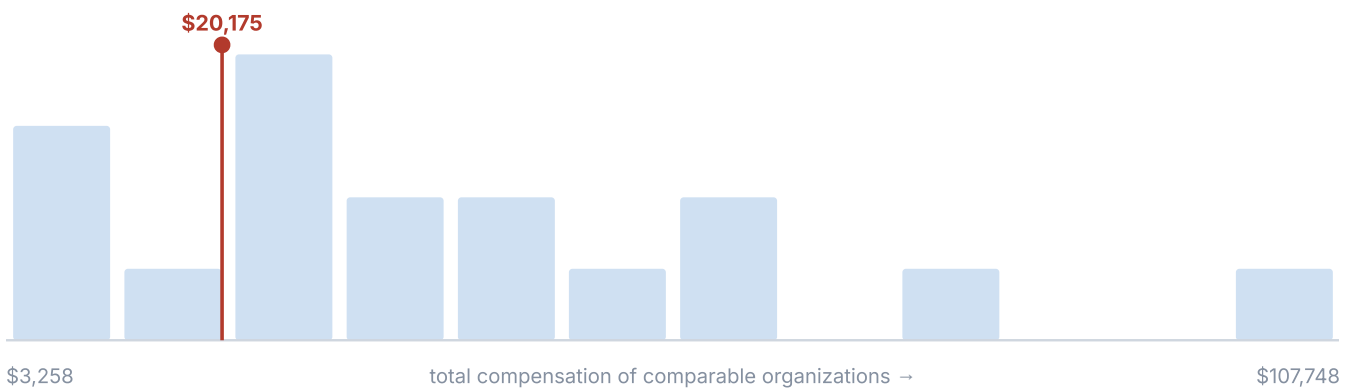
**Benchmarked executive:** Jeffrey Cass — reported title “ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$167,340 and \$374,643 — 0.67x to 1.50x the subject's \$249,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65) + IL + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,271	\$21,396	\$33,065	\$46,875	\$65,666	\$20,175
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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 IL 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="#">Hell In A Handbag Productions</a>	IL	\$250,289	Treasurer	\$43,531	<b>\$42,282</b>	2024
<a href="#">Eta Creative Arts Foundation</a>	IL	\$249,064	Executive Director	\$75,000	<b>\$75,000</b>	2023
<a href="#">Schaumburg On Stage</a>	IL	\$253,256	Program Dire	\$6,587	<b>\$6,398</b>	2024
<a href="#">City Lit Theatre Company</a>	IL	\$244,530	Artistic Dir	\$22,308	<b>\$21,668</b>	2024
<a href="#">Invictus Theatre</a>	IL	\$278,797	President And Artistic Director	\$22,028	<b>\$21,396</b>	2024
<a href="#">Water People Theater Group Nfp</a>	IL	\$279,163	Exec Artistic Director	\$61,200	<b>\$59,444</b>	2024
<a href="#">The Gift Theatre Company</a>	IL	\$280,448	Managing Director	\$41,346	<b>\$40,160</b>	2024
<a href="#">Chicago Dramatists</a>	IL	\$291,266	Artistic Direc.	\$33,065	<b>\$33,065</b>	2023
<a href="#">Artists' Ensemble Theater Inc</a>	IL	\$303,429	Artistic Dir	\$25,487	<b>\$24,118</b>	2025
<a href="#">Alton Little Theater Incorporated</a>	IL	\$194,676	Executive Director	\$36,050	<b>\$35,016</b>	2024
<a href="#">Piven Theatre Workshop</a>	IL	\$308,032	Artistic Dir	\$59,800	<b>\$56,587</b>	2025
<a href="#">Kokandy Productions</a>	IL	\$317,321	Producing Artistic Director	\$9,800	<b>\$9,519</b>	2024
<a href="#">Oak Park River Forest Civic Theatre</a>	IL	\$175,886	Managing Director	\$28,501	<b>\$27,683</b>	2024
<a href="#">Lucky Plush Productions</a>	IL	\$170,279	Secretary	\$3,443	<b>\$3,258</b>	2025
<a href="#">Chicago Latino Theater Alliance</a>	IL	\$335,630	Executive Di	\$113,866	<b>\$107,748</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Redtwist Theatre</a>	IL	\$342,425	Artist Director	\$14,805	<b>\$14,380</b>	2024
<a href="#">Filament Theatre Ensemble Nfp</a>	IL	\$347,996	Ex Officio	\$46,875	<b>\$46,875</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	17 organizations. Compensation range \$3,258–\$107,748; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$249,762); for reference, expenses \$290,229 and assets \$162,624.
ROLE MATCH	Jeffrey Cass, reported title <i>"ARTISTIC DIRECTOR"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
OUTLIERS	1 peer 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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

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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 Cass) 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 17 similarly situated organizations (Same NTEE sector (A65) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,175 is reasonable (approximately the 24<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.