

Festival Ballet Albuquerque

Executive Director / CEO

EIN 271993089
 NM · NTEE A63
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Patricia Dickinson Wells, Executive Director / CEO** (\$19,850) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

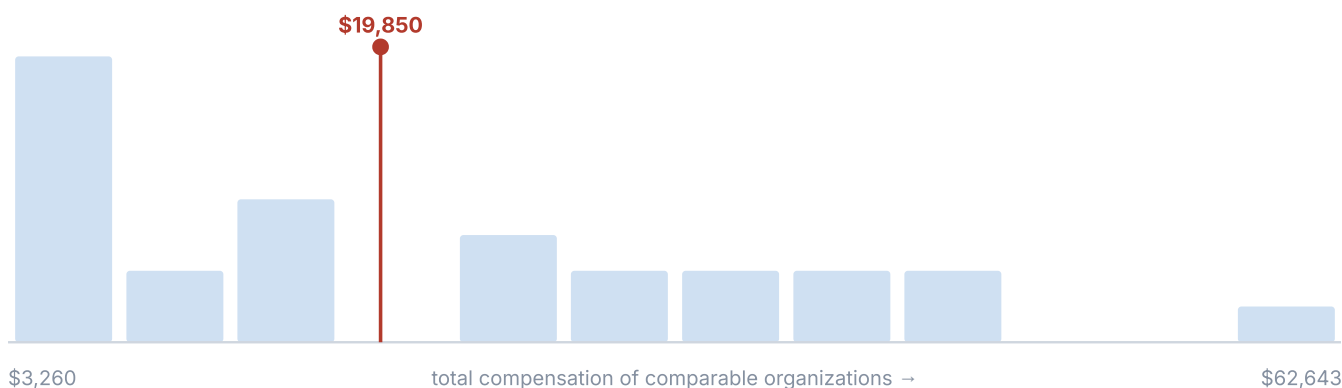
Benchmarked executive: Patricia Dickinson Wells — reported title "DIRECTOR/CHO", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (A63).
- BUDGET Total revenue between \$119,844 and \$268,308 — 0.67x to 1.50x the subject's \$178,872 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,819	\$5,457	\$16,445	\$34,073	\$43,813	\$19,850
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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 NM 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
Beaumont Civic Ballet	TX	\$180,923	Executive Dir.	\$30,981	\$28,814	2024
Indiana Ballet Theatre Nw Inc	IN	\$173,520	Founding Artistic Director	\$14,100	\$13,469	2025
Danse Etoile Ballet Inc	CO	\$158,053	Director	\$70,265	\$62,643	2024
Vacaville Ballet Theatre Dance Company	CA	\$199,738	President	\$4,900	\$3,934	2024
The Children's Ballet Inc	IN	\$203,411	Artistic Director	\$24,865	\$24,380	2024
Rise Up School Of Dance	UT	\$207,910	President	\$47,240	\$46,280	2023
Petipa Heritage Foundation	CA	\$210,369	Executive Dir.	\$18,873	\$15,599	2023
Lakecities Ballet Theatre	TX	\$210,773	Artistic Director	\$10,000	\$9,300	2024
Port Angeles City Ballet	WA	\$210,924	Vice President	\$4,450	\$3,704	2024
Ballet Minnesota	MN	\$145,214	Executive Director (Through June)	\$3,600	\$3,307	2024
Paradosi Christian Ballet	WA	\$214,799	Executive Director, President, And Registered Agent	\$31,800	\$27,252	2023
Palmetto City Ballet	SC	\$217,788	Artistic Director And Ceo	\$5,950	\$5,623	2025
Ballet Theatre San Luis Obispo	CA	\$219,597	President & Treasurer	\$6,295	\$5,054	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Ballet Theatre Inc	FL	\$220,444	Director And Founder	\$5,700	\$5,125	2023
Ballet And Beyond Nyc Inc	NY	\$222,801	Director, President, Treasurer	\$6,600	\$5,402	2025
Ekklesia Contemporary Ballet Inc	CT	\$225,596	Artistic Director	\$37,754	\$32,912	2024
Ozark Ballet Theater	AR	\$228,282	Executive Director	\$32,973	\$34,460	2024
Denver Ballet Theatre	CO	\$124,128	Artistic Director	\$40,000	\$36,714	2023
Ballet Afsaneh Art & Culture Society	CA	\$124,017	Executive Director	\$19,500	\$15,655	2024
Ventura County Ballet Company	CA	\$239,678	Executive Dir.	\$4,167	\$3,260	2025
Kansas School Of Classical Ballet Inc	KS	\$252,283	Executive Director	\$24,000	\$23,485	2025
International Rhythmic Gymnastics-ext Mail	WA	\$256,402	President	\$14,256	\$11,867	2024
Ballet Theatre Of Lexington Inc	KY	\$258,849	Director/employee	\$41,625	\$40,507	2025
Safe Haven Ballet	NH	\$264,008	Executive Director	\$19,500	\$17,235	2023
Fadeyev Ballet Inc	NY	\$265,067	President	\$57,000	\$46,654	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	26 organizations. Compensation range \$3,260–\$62,643; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$178,872); for reference, expenses \$237,057 and assets \$16,846.
ROLE MATCH	Patricia Dickinson Wells, reported title " <i>DIRECTOR/CHO</i> ", 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	54 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 (Patricia Dickinson Wells) 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 26 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,850 is reasonable (approximately the 54th 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.