

Yes And Collaborative Arts

Executive Director / CEO

EIN 272813668

PA · NTEE A60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christine Herrman, Executive Director / CEO** (\$32,490) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

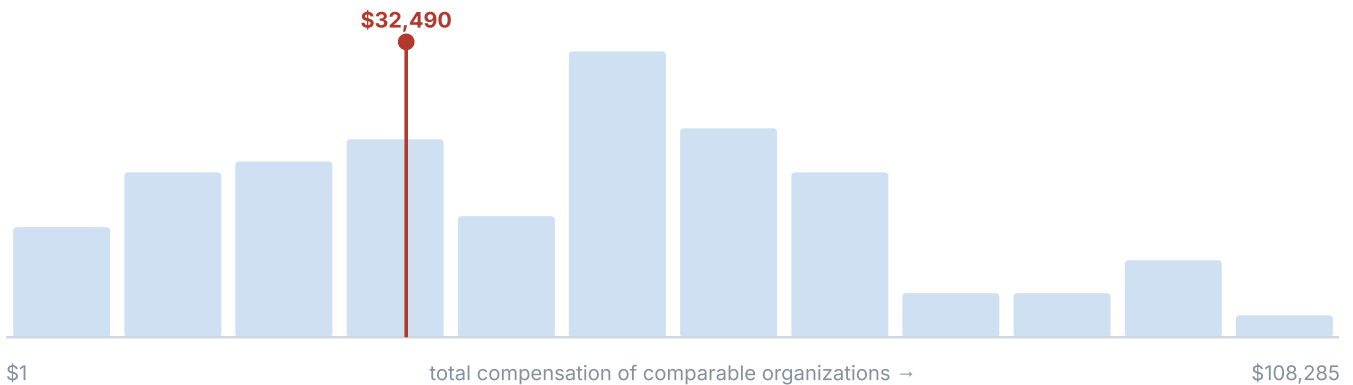
Benchmarked executive: Christine Herrman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$210,834 and \$472,017 — 0.67x to 1.50x the subject's \$314,678 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,853	\$25,681	\$46,622	\$61,681	\$76,692	\$32,490
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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 PA 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
Atlanta Dance Theatre Inc	GA	\$315,215	Artistic Dir	\$65,078	\$65,616	2024
Performing Arts Academy Of New	TX	\$313,628	Chairman	\$29,996	\$30,089	2024
Arts For Kids Inc	NJ	\$316,270	Executive Director	\$57,868	\$50,474	2025
Sandglass Center For Puppetry & Theater Research Ltd	VT	\$318,179	Board Member And Artistic Director	\$37,556	\$39,025	2023
Reno Dance Company	NV	\$311,005	Executive Director	\$15,000	\$15,077	2024
Xelias Aerial Arts Studio	MN	\$309,842	Executive Director	\$96,000	\$92,670	2025
Mishpachah Inc	OH	\$321,109	Director	\$60,911	\$66,604	2023
Bower Center For The Arts	VA	\$321,721	Executive Director	\$63,750	\$61,724	2024
Childrens Legacy Theatre Inc	DC	\$322,058	Executive Director	\$51,970	\$45,732	2024
Youth Dance Ensemble And School	MN	\$306,706	Executive Director	\$60,468	\$58,370	2025
Ghostlight Productions Inc	MI	\$306,295	General Manager & Artistic Director	\$39,250	\$40,625	2024
Teada Productions	CA	\$323,308	President &	\$60,000	\$50,614	2025
Rocky Mountain Ballet Theatre	MT	\$324,315	Associate Dir.	\$30,000	\$32,428	2024
Ankeny Friends Of The Arts	IA	\$304,062	Executive Director	\$47,885	\$54,129	2023
Christ In The Arts Of West Texas Inc	TX	\$302,809	President	\$26,300	\$25,701	2025
Katharsis Media	NM	\$302,669	Executive Director	\$71,027	\$76,605	2024
Unison Learning Center Inc	NY	\$326,868	Executive Director	\$63,000	\$58,773	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Brownbody	MN	\$302,426	Executive Director	\$63,550	\$64,829	2023
Odyssey Opera Of Boston Inc	MA	\$327,762	Executive Director	\$106,167	\$98,494	2023
Sino Us Performing Arts Organization	CA	\$327,781	Secretary	\$62,699	\$55,895	2023
Crossroads Creative & Performing Arts	OR	\$327,878	Executive Director	\$63,167	\$60,561	2023
North Bay Theatrics Inc	CA	\$328,366	President	\$64,408	\$57,418	2023
Staibdance Inc	GA	\$328,628	Admin Director	\$40,000	\$40,331	2024
Texan-french Alliance For The Arts	TX	\$329,894	Executive Director	\$83,999	\$86,747	2023
Rawdance	CA	\$296,383	Director	\$3,802	\$3,292	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	147 organizations. Compensation range \$1–\$108,285; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$314,678); for reference, expenses \$306,485 and assets \$47,534.
ROLE MATCH	Christine Herrman, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 (Christine Herrman) 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 147 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,490 is reasonable (approximately the 35th 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.