

# Inland Valley Repertory Theatre

Executive Director / CEO

EIN 330453370  
 CA · NTEE Z99Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Donna Minano, Executive Director / CEO** (\$33,865) against **every comparable organization** that fit the selection criteria — **50** 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:** Donna Minano — 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 (Z99Z).

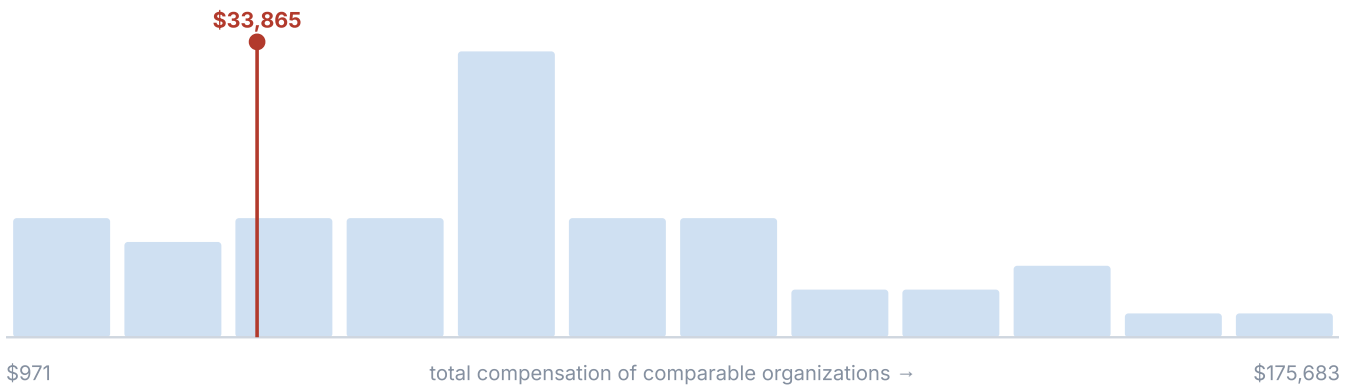
**BUDGET** Total revenue between \$299,424 and \$670,353 — 0.67x to 1.50x the subject's \$446,902 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Z99) + CA + budget 0.67–1.5x revenue.

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

→ **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$16,713</b>	<b>\$35,981</b>	<b>\$65,814</b>	<b>\$89,928</b>	<b>\$126,296</b>	<b>\$33,865</b>
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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 CA 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="#">Race For The Rescues</a>	CA	\$445,990	Founder & President	\$60,000	<b>\$58,279</b>	2024
<a href="#">Kimberly-shirk Association</a>	CA	\$445,921	Executive Dir.	\$78,314	<b>\$78,314</b>	2023
<a href="#">Four Winds Of Indian Education Inc</a>	CA	\$445,809	Executive Dir.	\$57,305	<b>\$55,661</b>	2024
<a href="#">Seeds Of Learning</a>	CA	\$457,240	Executive Dir.	\$94,825	<b>\$92,104</b>	2024
<a href="#">Bay Area Bike Project</a>	CA	\$458,203	Board Member	\$25,250	<b>\$25,250</b>	2023
<a href="#">Friends Of The Sharon Art Studio</a>	CA	\$459,628	Executive Dir.	\$89,958	<b>\$87,377</b>	2024
<a href="#">Artspan</a>	CA	\$432,105	Executive Dir.	\$149,732	<b>\$149,732</b>	2023
<a href="#">Fear For Breakfast</a>	CA	\$466,639	Executive Director	\$67,835	<b>\$65,889</b>	2024
<a href="#">The June L Mazer Lesbian Archives</a>	CA	\$467,980	Director	\$32,880	<b>\$31,937</b>	2024
<a href="#">Cleansing Stream Ministries</a>	CA	\$417,659	President	\$68,640	<b>\$66,671</b>	2024
<a href="#">Central Sierra Environmental Resource</a>	CA	\$415,147	Ceo/pres	\$111,124	<b>\$107,936</b>	2024
<a href="#">Breast Cancer Action</a>	CA	\$410,302	Executive Di	\$143,312	<b>\$139,200</b>	2024
<a href="#">Parkinson Association</a>	CA	\$409,950	Executive Dir.	\$91,021	<b>\$91,021</b>	2023
<a href="#">Alliance For Community Development</a>	CA	\$404,289	Executive Director (Left 7/23)	\$64,804	<b>\$64,804</b>	2023
<a href="#">Indian Dispute Resolution Services Inc</a>	CA	\$490,098	Executive Dir.	\$118,429	<b>\$118,429</b>	2023
<a href="#">Sonoma County Affordable Homes Inc</a>	CA	\$403,168	President	\$32,623	<b>\$31,687</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Francisco Interfaith Council</a>	CA	\$498,656	Executive Direc	\$180,872	<b>\$175,683</b>	2024
<a href="#">Project Fit America</a>	CA	\$499,390	Executive Dir.	\$14,400	<b>\$13,987</b>	2024
<a href="#">Inquilinos Unidos</a>	CA	\$379,789	Executive Director	\$83,854	<b>\$83,854</b>	2023
<a href="#">San Francisco Choral Society</a>	CA	\$379,372	Executive Dir.	\$63,082	<b>\$61,272</b>	2024
<a href="#">Mission Plaza Tenants Association</a>	CA	\$378,751	President	\$1,000	<b>\$971</b>	2024
<a href="#">Sacramento Housing Alliance</a>	CA	\$364,510	Executive Director	\$89,550	<b>\$86,981</b>	2024
<a href="#">Care Fresno Inc</a>	CA	\$362,423	Executive Dir.	\$62,555	<b>\$59,194</b>	2025
<a href="#">San Diego County Dental Foundation</a>	CA	\$361,587	Executive Director	\$82,500	<b>\$80,133</b>	2024
<a href="#">Compasspoint Mentorship</a>	CA	\$345,937	Executive Director	\$70,000	<b>\$70,000</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 50 organizations. Compensation range \$971–\$175,683; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$446,902); for reference, expenses \$369,082 and assets \$263,309.

**ROLE MATCH** Donna Minano, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	30 <sup>th</sup>
All sources (D + E + F), adjusted	16 <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 (Donna Minano) 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 50 similarly situated organizations (Same NTEE sector (Z99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,865 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].

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.