

# Childrens Theatre Of Elgin & Fox Valley Theatre Company

Executive Director / CEO

EIN 363589338  
 IL · NTEE A650  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Uzomba, Executive Director / CEO** (\$53,815) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Stephanie Uzomba — reported title “DIRECTOR OF OPERTIONS”, 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 (A650).

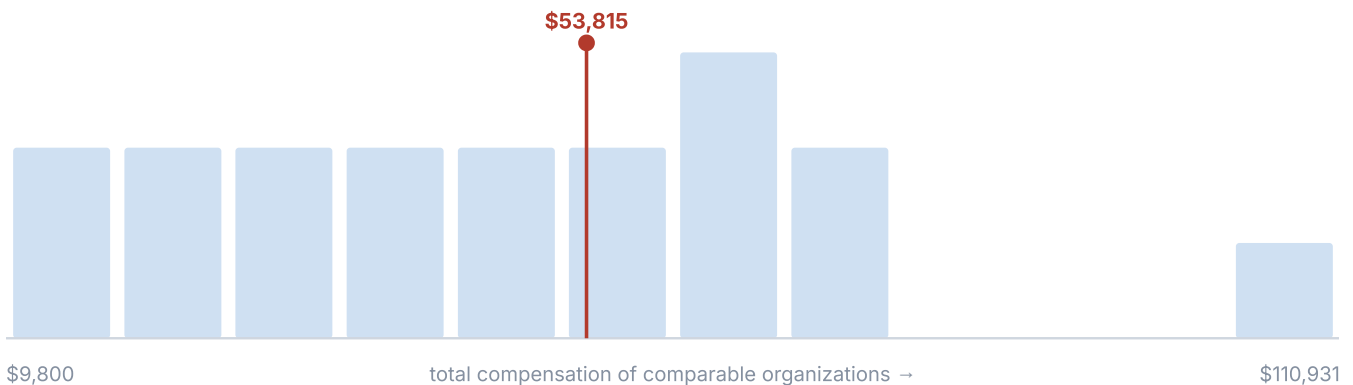
**BUDGET** Total revenue between \$262,832 and \$588,430 — 0.67x to 1.50x the subject's \$392,287 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65) + IL + budget 0.67–1.5x revenue.

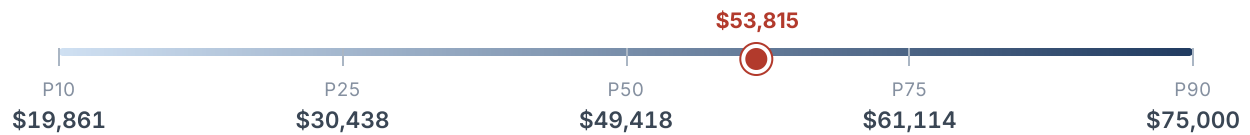
**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$19,861</b> 10TH	<b>\$30,438</b> 25TH	<b>\$49,418</b> MEDIAN	<b>\$61,114</b> 75TH	<b>\$75,000</b> 90TH	<b>\$53,815</b> THIS ORG · 56TH
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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="#">Chicago Tap Theatre Nfp</a>	IL	\$391,090	Artistic Director	\$37,000	<b>\$37,000</b>	2024
<a href="#">Rivendell Theatre Ensemble</a>	IL	\$398,180	Director	\$50,576	<b>\$50,576</b>	2024
<a href="#">Lukaba Productions</a>	IL	\$402,338	Executive Director	\$75,000	<b>\$75,000</b>	2024
<a href="#">Victory Gardens Theater</a>	IL	\$380,792	Managing Director	\$59,111	<b>\$60,857</b>	2023
<a href="#">Project Danztheatre Company</a>	IL	\$377,104	Executive Dir.	\$66,707	<b>\$64,988</b>	2025
<a href="#">Filament Theatre Ensemble Nfp</a>	IL	\$347,996	Ex Officio	\$46,875	<b>\$48,260</b>	2023
<a href="#">Redtwist Theatre</a>	IL	\$342,425	Artist Director	\$14,805	<b>\$14,805</b>	2024
<a href="#">Chicago Latino Theater Alliance</a>	IL	\$335,630	Executive Di	\$113,866	<b>\$110,931</b>	2025
<a href="#">Kokandy Productions</a>	IL	\$317,321	Producing Artistic Director	\$9,800	<b>\$9,800</b>	2024
<a href="#">Piven Theatre Workshop</a>	IL	\$308,032	Artistic Dir	\$59,800	<b>\$58,259</b>	2025
<a href="#">Artists' Ensemble Theater Inc</a>	IL	\$303,429	Artistic Dir	\$25,487	<b>\$24,830</b>	2025
<a href="#">Shattered Globe Theatre</a>	IL	\$490,442	Director	\$75,000	<b>\$75,000</b>	2024
<a href="#">Chicago Dramatists</a>	IL	\$291,266	Artistic Direc.	\$33,065	<b>\$34,042</b>	2023
<a href="#">Lifeline Productions Inc</a>	IL	\$493,881	Managing Dir.	\$30,010	<b>\$29,236</b>	2025
<a href="#">The Gift Theatre Company</a>	IL	\$280,448	Managing Director	\$41,346	<b>\$41,346</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Water People Theater Group Nfp</a>	IL	\$279,163	Exec Artistic Director	\$61,200	<b>\$61,200</b>	2024
<a href="#">Invictus Theatre</a>	IL	\$278,797	President And Artistic Director	\$22,028	<b>\$22,028</b>	2024
<a href="#">Mudlark Theater Company Nfp</a>	IL	\$568,842	Executive Dir.	\$60,147	<b>\$60,147</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$9,800–\$110,931; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$392,287); for reference, expenses \$378,111 and assets \$243,616.
ROLE MATCH	Stephanie Uzomba, reported title " <i>DIRECTOR OF OPERATIONS</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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>

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All sources (D + E + F), adjusted

56<sup>th</sup>

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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 (Stephanie Uzomba) 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 18 similarly situated organizations (Same NTEE sector (A65) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,815 is reasonable (approximately the 56<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.