

Artists' Ensemble Theater Inc

Executive Director / CEO

EIN 364549412

IL · NTEE A65

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Richard Raether, Executive Director / CEO** (\$25,487) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Richard Raether — reported title "ARTISTIC DIR", 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).

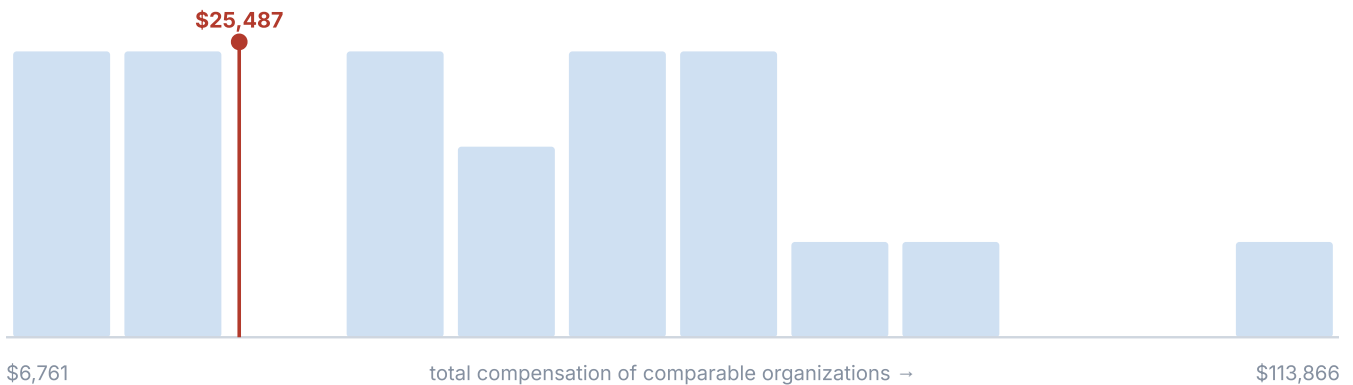
BUDGET Total revenue between \$203,297 and \$455,143 — 0.67x to 1.50x the subject's \$303,429 (the band tightens as size grows).

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

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,683	\$22,826	\$47,110	\$62,555	\$77,211	\$25,487
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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
Piven Theatre Workshop	IL	\$308,032	Artistic Dir	\$59,800	\$59,800	2025
Chicago Dramatists	IL	\$291,266	Artistic Direc.	\$33,065	\$34,942	2023
Kokandy Productions	IL	\$317,321	Producing Artistic Director	\$9,800	\$10,059	2024
The Gift Theatre Company	IL	\$280,448	Managing Director	\$41,346	\$42,440	2024
Water People Theater Group Nfp	IL	\$279,163	Exec Artistic Director	\$61,200	\$62,819	2024
Invictus Theatre	IL	\$278,797	President And Artistic Director	\$22,028	\$22,611	2024
Chicago Latino Theater Alliance	IL	\$335,630	Executive Di	\$113,866	\$113,866	2025
Redtwist Theatre	IL	\$342,425	Artist Director	\$14,805	\$15,197	2024
Filament Theatre Ensemble Nfp	IL	\$347,996	Ex Officio	\$46,875	\$49,536	2023
Schaumburg On Stage	IL	\$253,256	Program Dire	\$6,587	\$6,761	2024
Hell In A Handbag Productions	IL	\$250,289	Treasurer	\$43,531	\$44,683	2024
Brightside Theatre Inc	IL	\$249,762	Artistic Director	\$20,175	\$21,320	2023
Eta Creative Arts Foundation	IL	\$249,064	Executive Director	\$75,000	\$79,258	2023
City Lit Theatre Company	IL	\$244,530	Artistic Dir	\$22,308	\$22,898	2024
Project Danztheatre Company	IL	\$377,104	Executive Dir.	\$66,707	\$66,707	2025
Victory Gardens Theater	IL	\$380,792	Managing Director	\$59,111	\$62,467	2023
Chicago Tap Theatre Nfp	IL	\$391,090	Artistic Director	\$37,000	\$37,979	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Theatre Of Elgin & Fox Valley Theatre Company	IL	\$392,287	Director Of Opertions	\$53,815	\$55,239	2024
Rivendell Theatre Ensemble	IL	\$398,180	Director	\$50,576	\$51,914	2024
Lukaba Productions	IL	\$402,338	Executive Director	\$75,000	\$76,984	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 2025 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.

■ Sample, role match & sensitivity

PEER COUNT 20 organizations. Compensation range \$6,761–\$113,866; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$303,429); for reference, expenses \$227,554 and assets \$147,524.

ROLE MATCH Richard Raether, reported title "*ARTISTIC DIR*", 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	30 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 (Richard Raether) 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 20 similarly situated organizations (Same NTEE sector (A65) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,487 is reasonable (approximately the 30th 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.