

Oak Park River Forest Civic Theatre

Executive Director / CEO

EIN 366111532

IL · NTEE A650

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Green, Executive Director / CEO** (\$28,501) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

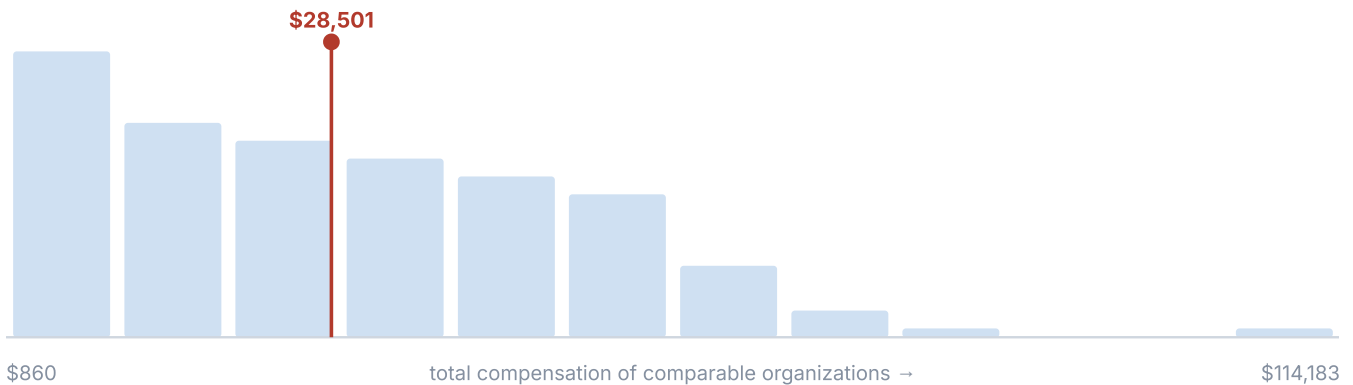
Benchmarked executive: Lisa Green — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A650).
BUDGET	Total revenue between \$117,843 and \$263,829 — 0.67x to 1.50x the subject's \$175,886 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,043	\$11,489	\$24,822	\$44,762	\$56,987	\$28,501
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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
Marva Theater Performing Arts Center Inc	MD	\$175,093	Theater Manager	\$21,333	\$20,886	2023
The Nola Project Inc	LA	\$176,949	Executive Director	\$8,177	\$9,159	2024
Dunes Art Foundation Inc	IN	\$176,991	Managing Dir	\$2,000	\$2,145	2024
Whidbey Childrens Theater	WA	\$174,519	Executive Director	\$37,000	\$34,691	2023
Ohlook Performing Arts Center Inc	TX	\$173,927	Educational And Creative Director	\$36,000	\$36,630	2024
Iron Crow Theatre Company Inc	MD	\$177,985	Director	\$3,620	\$3,354	2025
Orange Park Community Theatre Inc	FL	\$178,121	President	\$900	\$860	2024
State Theatre Company	TX	\$179,853	Secretary/ceo	\$9,664	\$9,833	2024
Jion Academy	CA	\$180,108	President	\$9,900	\$8,695	2024
Heartwood Regional Theater Company	ME	\$181,076	Executive Director	\$55,000	\$54,575	2025
Lucky Plush Productions	IL	\$170,279	Secretary	\$3,443	\$3,354	2025
My Nose Turns Red Theatre Company	KY	\$167,457	Executive Director	\$43,720	\$47,778	2024
Childrens Theatre Of Houston	TX	\$167,263	Officer	\$44,584	\$45,364	2024
Origin Theatre Company Inc	NY	\$184,758	Artistic Dir	\$67,500	\$63,875	2023
Friends Of Hart Inc	OR	\$187,904	President	\$15,250	\$14,034	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Create Latino Cultural Center Corp	FL	\$188,130	Director	\$60,000	\$57,333	2024
Calliope Productions Incorporated	MA	\$163,408	President	\$15,000	\$14,116	2023
Off The Wall Productions	PA	\$188,494	Executive Ar	\$5,627	\$5,876	2023
North Canton Playhouse	OH	\$189,127	Executive Director	\$27,490	\$29,616	2024
Rubber City Shakespeare Company	OH	\$190,570	Ex-officio	\$11,843	\$12,759	2024
Margret And Ha Rey Center Inc	NH	\$190,958	Director	\$56,160	\$52,747	2024
Bay Area Theatresports	CA	\$160,135	Executive Dir.	\$69,401	\$60,957	2024
Uptown Theater For Creative Arts Inc	NY	\$192,481	Executive Director	\$16,375	\$15,496	2023
Grateful Crane Ensemble Inc	CA	\$159,290	Exec Director	\$47,616	\$41,823	2024
Quincy Music Theatre Inc	FL	\$158,540	Executive Di	\$12,606	\$12,401	2023

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.

■ Sample, role match & sensitivity

PEER COUNT **145** organizations. Compensation range \$860–\$114,183; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$175,886); for reference, expenses \$190,193 and assets \$271,922.

ROLE MATCH	Lisa Green, reported title " <i>Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	52 nd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	51 st

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 (Lisa Green) 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 145 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,501 is reasonable (approximately the 52nd 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.