

Firebird Childrens Theatre

Executive Director / CEO

EIN 451998679
 PA · NTEE A65
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Janet Hoehl, Executive Director / CEO** (\$36,150) against **every comparable organization** that fit the selection criteria — **310** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

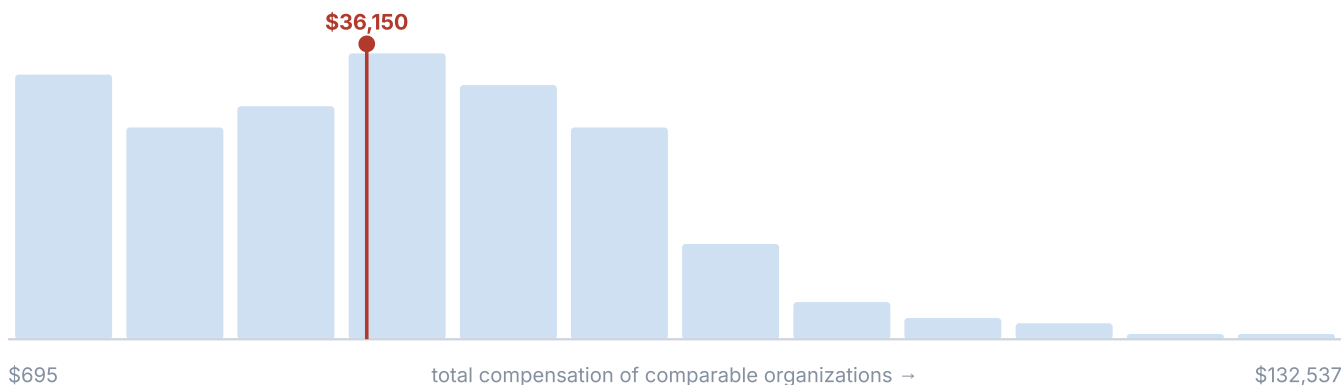
Benchmarked executive: Janet Hoehl — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$202,741 and \$453,898 — 0.67x to 1.50x the subject's \$302,599 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

310 organizations qualified on sector, size, and geography → **310** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,489	\$19,583	\$38,312	\$54,594	\$68,295	\$36,150
---------	----------	----------	----------	----------	-----------------



● 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
Rainbow Productions	VA	\$302,690	President	\$73,038	\$70,717	2024
Main Street Players Inc	GA	\$302,461	President	\$24,000	\$24,199	2024
Rosendale Theatre Collective Inc	NY	\$302,387	Managing Director	\$59,499	\$53,914	2024
Rogue Artists Ensemble	CA	\$302,062	Artistic Director/interim Board Chair	\$30,876	\$26,735	2024
Artists' Ensemble Theater Inc	IL	\$303,429	Artistic Dir	\$25,487	\$24,479	2025
North Shore Children's Theatre Inc	MA	\$304,291	President & Treasurer	\$65,000	\$58,572	2024
Warehouse Theatre Company	WA	\$299,704	Executive Director	\$14,997	\$13,117	2025
The Liberty Theatre Company	ID	\$305,616	Executive Di	\$43,770	\$46,691	2024
Collaborative Theatre Project Inc	OR	\$306,297	Artistic Dir	\$3,500	\$3,259	2024
Boundless Theatre Company Inc	NY	\$306,353	Founding Member	\$16,331	\$14,798	2024
Theater For Personal Growth Inc	NY	\$306,579	Mgr Director/secty	\$95,500	\$86,536	2024
Lumina Studio Theatre Inc	MD	\$298,006	Co-executive Director	\$56,986	\$53,424	2024
Shakesperience Productions Inc	CT	\$298,001	Executive Pr	\$21,000	\$19,236	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Asante Art Institute Of Indianapolis Inc	IN	\$297,818	Director	\$25,000	\$25,756	2025
Piven Theatre Workshop	IL	\$308,032	Artistic Dir	\$59,800	\$57,434	2025
New York City Players Inc	NY	\$296,648	President	\$2,875	\$2,682	2023
Yard Theater Inc	CA	\$296,182	President	\$31,150	\$27,769	2023
Wing-it Productions	WA	\$309,153	Executive Artistic Director	\$42,249	\$39,051	2023
Mineral Point Opera House Inc	WI	\$295,976	Director	\$33,132	\$34,698	2024
The Mountain Playhouse	PA	\$309,483	Accountant	\$12,830	\$13,209	2023
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$33,603	2024
Carpenter Square Theatre Inc	OK	\$309,628	Executive Artistic Dir	\$52,955	\$56,965	2025
Paris Community Theater	TX	\$295,327	President	\$4,700	\$4,715	2024
Bond Street Theatre Coalition Ltd	NY	\$295,067	Vice Preside	\$31,200	\$28,271	2024
Theatre Lab Inc	NY	\$310,477	President	\$21,000	\$19,029	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 **310** organizations. Compensation range \$695–\$132,537; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$302,599); for reference, expenses \$310,638 and assets \$54,509.
ROLE MATCH	Janet Hoehl, reported title " <i>President</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	5 peers 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	46 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	46 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 (Janet Hoehl) 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 310 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,150 is reasonable (approximately the 46th 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.