

The Hatch Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Shelton Walker, Executive Director / CEO** (\$80,840) against **every comparable organization** that fit the selection criteria — **318** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelton Walker — 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 (A65).

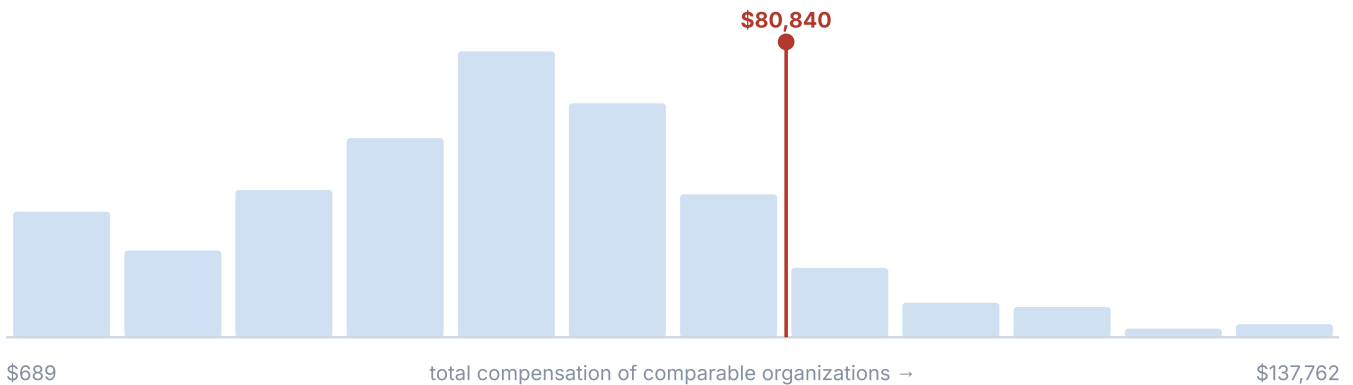
BUDGET Total revenue between \$316,438 and \$708,444 — 0.67x to 1.50x the subject's \$472,296 (the band tightens as size grows).

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

318 organizations qualified on sector, size, and geography

→ **318** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,320	\$34,319	\$51,146	\$67,031	\$82,740	\$80,840
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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 VT 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
Siudy Flamenco Dance Theatre Inc	FL	\$468,461	Executive Dir.	\$44,790	\$43,039	2023
Plan-b Theatre Company	UT	\$467,893	Managing Dir	\$53,117	\$54,012	2024
Hartbeat Ensemble Inc	CT	\$467,053	Managing Director	\$59,333	\$56,904	2023
The Inheritance Project Ltd	NY	\$466,527	Executive Dir.	\$74,750	\$67,108	2024
Sweet Jane Productions Inc	NY	\$465,782	President & Chairman	\$57,077	\$52,756	2023
New Federal Theatre Inc	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	\$62,857	2024
Krymov Lab Inc	NY	\$480,680	Managing Director	\$26,486	\$23,778	2024
Playful People Productions	CA	\$463,684	Executive Dir.	\$12,557	\$10,773	2024
Rome Little Theatre Inc	GA	\$481,871	Executive Director	\$51,691	\$51,638	2024
Sieminski Theater Inc	NJ	\$462,005	President & Ceo	\$61,550	\$54,598	2024
Six Points Theater	MN	\$483,858	Producing Artistic Dir	\$83,875	\$82,341	2024
Beaumont Community Players Inc	TX	\$459,825	Executive Dir	\$75,000	\$74,537	2024
Vermont Stage Company	VT	\$485,273	Executive Di	\$60,000	\$60,000	2024
Halifax Repertory Theatre	FL	\$485,446	President	\$22,500	\$20,459	2025
Salt Pa	PA	\$486,137	Vice President	\$37,233	\$37,979	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Austin Scottish Rite Community And	TX	\$457,853	Executive Dir.	\$58,200	\$57,841	2024
Portland Revels	OR	\$457,516	Executive Director	\$60,000	\$53,931	2025
Portland Experimental Theatre Ensemble	OR	\$457,269	Board Member	\$43,250	\$39,904	2024
Saguaro City Music Theatre	AZ	\$457,185	Managing Director	\$3,000	\$2,866	2024
Mabou Mines Development Foundation Inc	NY	\$488,018	President	\$18,120	\$16,268	2024
Exodus Ensemble	NM	\$456,258	Executive Di	\$38,595	\$42,460	2023
Great Barrington Public Theater Inc	MA	\$488,819	Development Director	\$41,250	\$36,828	2024
The Elm Shakespeare Company	CT	\$455,494	Producing Artistic Directo	\$79,711	\$74,253	2024
Hallwalls Inc	NY	\$454,638	Executive Dir.	\$50,500	\$45,337	2024
Shattered Globe Theatre	IL	\$490,442	Director	\$75,000	\$73,256	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 318 organizations. Compensation range \$689–\$137,762; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$472,296); for reference, expenses \$707,591 and assets \$168,166. **Revenue and expenses diverge this year — revenue may misrepresent operating**

size; weigh the expense-based view.

ROLE MATCH	Shelton Walker, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	89 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	88 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 (Shelton Walker) 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 13, 2026, comparing compensation against 318 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,840 is reasonable (approximately the 89th 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 13, 2026.