

This analysis benchmarks the total compensation of **Irina Bogdanova, Executive Director / CEO** (\$25,602) against **every comparable organization** that fit the selection criteria — **329** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

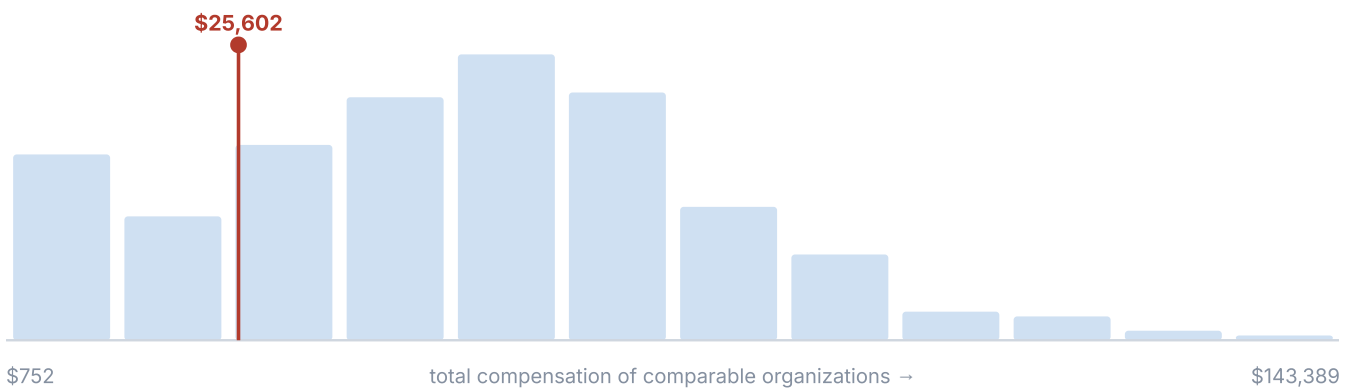
**Benchmarked executive:** Irina Bogdanova — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$269,357 and \$603,039 — 0.67x to 1.50x the subject's \$402,026 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**329** organizations qualified on sector, size, and geography → **329** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,237	\$29,116	\$50,846	\$66,250	\$82,212	\$25,602
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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 WA 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="#">Lukaba Productions</a>	IL	\$402,338	Executive Director	\$75,000	<b>\$79,993</b>	2024
<a href="#">Yellow Tree Theatre</a>	MN	\$403,540	Executive Artistic Director	\$66,128	<b>\$69,061</b>	2025
<a href="#">Second Generation Theatre Company</a>	NY	\$400,401	Executive Di	\$10,000	<b>\$9,803</b>	2024
<a href="#">Shaker Bridge Theatre Inc</a>	VT	\$400,360	Producing Artistic Director Ex Officio	\$48,750	<b>\$51,862</b>	2025
<a href="#">North Platte Community Playhouse</a>	NE	\$398,815	Administrati	\$20,766	<b>\$24,947</b>	2023
<a href="#">Skylight Theatre Company</a>	CA	\$405,316	Executive Director	\$85,000	<b>\$79,628</b>	2024
<a href="#">Rivendell Theatre Ensemble</a>	IL	\$398,180	Director	\$50,576	<b>\$53,943</b>	2024
<a href="#">Santa Monica Theatre Guild</a>	CA	\$397,778	Member	\$27,615	<b>\$25,870</b>	2024
<a href="#">Haddonfield Plays And Players</a>	NJ	\$406,428	Managing Artistic Director	\$34,800	<b>\$33,709</b>	2024
<a href="#">Afterwork Theater Inc</a>	NY	\$407,873	Executive Dir.	\$71,750	<b>\$70,340</b>	2024
<a href="#">Theatrikos Theatre Company</a>	AZ	\$408,875	Executive Dir.	\$60,264	<b>\$64,735</b>	2023
<a href="#">Playwrights Foundation Inc</a>	CA	\$409,712	Exec Artisti	\$57,051	<b>\$53,445</b>	2024
<a href="#">Civic Theatre Of Greater Lafayette</a>	IN	\$409,937	Prod Artisti	\$56,400	<b>\$66,432</b>	2023
<a href="#">Vanguard Theater Company</a>	NJ	\$393,281	Artistic Director	\$12,500	<b>\$12,466</b>	2023
<a href="#">Great Arizona Puppet Theater Inc</a>	AZ	\$411,157	President	\$42,404	<b>\$45,550</b>	2023
<a href="#">Ahwatukee Children's Theatre Inc</a>	AZ	\$392,334	Executive Director	\$68,645	<b>\$73,737</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Childrens Theatre Of Elgin &amp; Fox Valley Theatre Company</a>	IL	\$392,287	Director Of Opertions	\$53,815	<b>\$57,398</b>	2024
<a href="#">The Theatre Company Of Bcs</a>	TX	\$411,951	Executive Director	\$60,000	<b>\$67,037</b>	2023
<a href="#">Saratoga Sponsor-a-scholar</a>	NY	\$391,840	Executive Director	\$35,000	<b>\$35,325</b>	2023
<a href="#">Yorba Linda Spotlight Theater Company</a>	CA	\$391,469	Studio Manager	\$69,564	<b>\$65,168</b>	2024
<a href="#">Chico Theater Company Inc</a>	CA	\$412,854	Executive Dir.	\$138,005	<b>\$125,951</b>	2025
<a href="#">Chicago Tap Theatre Nfp</a>	IL	\$391,090	Artistic Director	\$37,000	<b>\$39,463</b>	2024
<a href="#">Downtown Springfield Community</a>	MO	\$413,173	Key Employee	\$65,000	<b>\$76,895</b>	2023
<a href="#">Caborca Inc</a>	NY	\$413,336	Co-president	\$64,217	<b>\$64,814</b>	2023
<a href="#">Macguffin Theatre And Film Company</a>	PA	\$413,361	Artistic Dir	\$80,214	<b>\$84,545</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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 WA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 329 organizations. Compensation range \$752–\$143,389; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$402,026); for reference, expenses \$313,584 and assets \$537,861.

**ROLE MATCH** Irina Bogdanova, reported title "*Vice President*", 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.**

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	22 <sup>nd</sup>
Reportable pay only (column D), adjusted	21 <sup>st</sup>
All sources (D + E + F), adjusted	20 <sup>th</sup>

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 (Irina Bogdanova) 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 329 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,602 is reasonable (approximately the 20<sup>th</sup> 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.