

Clark Youth Theatre Incorporated

Executive Director / CEO

EIN 473576573
 OK · NTEE A65
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tamara Slack, Executive Director / CEO** (\$34,125) against **every comparable organization** that fit the selection criteria — **278** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

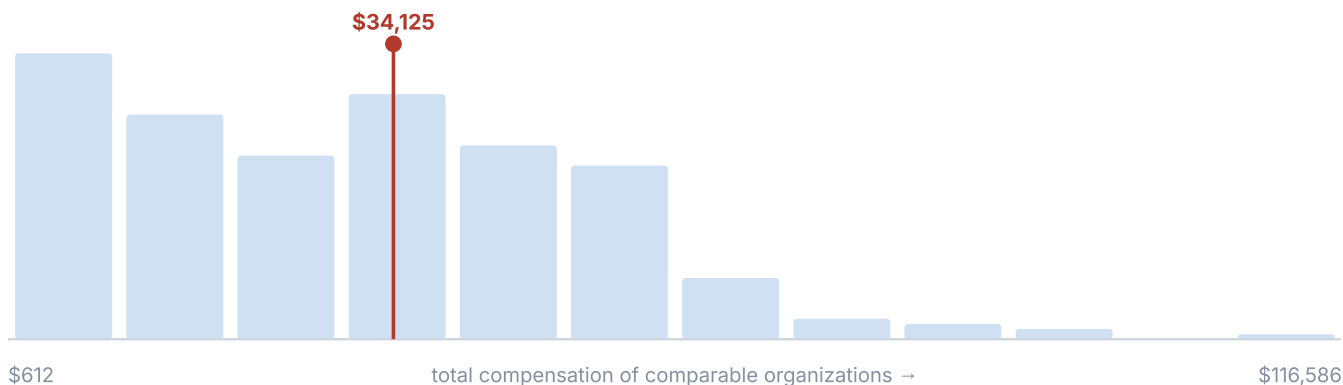
Benchmarked executive: Tamara Slack — reported title “Exec. Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

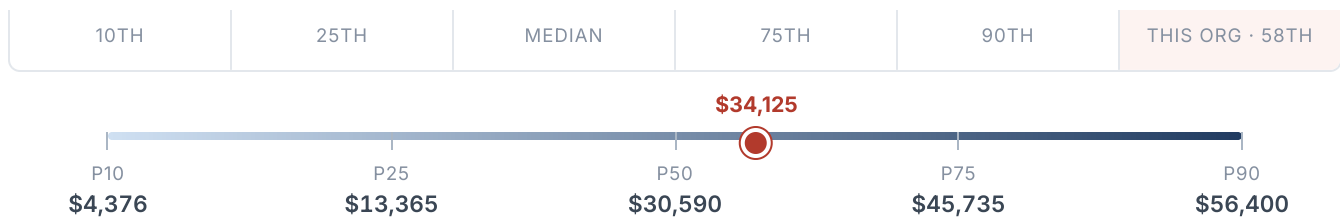
SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$170,368 and \$381,421 — 0.67x to 1.50x the subject's \$254,281 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

278 organizations qualified on sector, size, and geography → **278** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,376	\$13,365	\$30,590	\$45,735	\$56,400	\$34,125
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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 OK 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
Corsicana Community Playhouse Inc	TX	\$254,265	Exc Dir	\$30,805	\$27,181	2024
Dreams Of Hope	PA	\$254,163	Former Officer	\$63,402	\$57,419	2023
Schaumburg On Stage	IL	\$253,256	Program Dire	\$6,587	\$5,712	2024
Fairfield Center Stage Inc	CT	\$255,393	Ceo	\$31,398	\$25,968	2024
Common Ground Theatre	CA	\$252,965	Artist Director	\$30,280	\$23,064	2024
Theatre Off Jackson	WA	\$250,342	Executive Director	\$60,833	\$49,462	2023
Hell In A Handbag Productions	IL	\$250,289	Treasurer	\$43,531	\$37,750	2024
Brightside Theatre Inc	IL	\$249,762	Artistic Director	\$20,175	\$18,013	2023
Aiken Performing Arts Group Inc	SC	\$249,120	Executive Director	\$30,037	\$26,929	2025
Eta Creative Arts Foundation	IL	\$249,064	Executive Director	\$75,000	\$66,962	2023
Pushpush Arts Company	GA	\$259,645	Co Director	\$5,849	\$5,188	2024
Broken Box Mime Theater	NY	\$248,740	Artistic Director	\$77,258	\$63,400	2023
The Newnan Community	GA	\$248,684	Executive Di	\$46,500	\$40,180	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Theatre						
Latinus Theater Experience Company	OH	\$259,988	Executive Artistic Director/ Actress/producer	\$42,000	\$39,240	2024
Ripple Productions	WA	\$248,443	Co-executive Artistic Director	\$69,672	\$55,023	2024
Elkhart Civic Theatre Inc	IN	\$260,244	Executive Di	\$49,621	\$44,969	2025
Poetry Society Of New York Inc	NY	\$248,150	Chair, Treasurer & C.e.o.	\$48,700	\$38,818	2024
Noor Theatre Inc	NY	\$262,003	Treasurer/secretary/executive Director	\$12,500	\$9,963	2024
Chinese Theatre Works Inc	NY	\$262,698	Exec Director	\$32,650	\$26,025	2024
Pandora Productions Inc	KY	\$262,918	Artistic Direct	\$23,208	\$21,427	2025
New York Theatre Barn Incorporated	NY	\$245,252	General Manager	\$4,500	\$3,693	2023
Oye Palaver Hut Inc	DC	\$245,225	Executive Director	\$24,000	\$18,577	2024
Notch Theatre Company	NY	\$245,219	President/artistic Director	\$50,000	\$39,855	2024
Spokane Childrens Theatre Inc	WA	\$263,896	Director	\$68,449	\$52,664	2025
Garrison Players Inc	NH	\$244,611	President	\$3,000	\$2,381	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	278 organizations. Compensation range \$612–\$116,586; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$254,281); for reference, expenses \$288,444 and assets \$11,021.
ROLE MATCH	Tamara Slack, reported title " <i>Exec. Director</i> ", 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	58 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	57 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 (Tamara Slack) 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 278 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$34,125 is reasonable (approximately the 58th 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.