

Oregon International Ballet Academy

Executive Director / CEO

EIN 473868030

OR · NTEE A6E

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Ye Li, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **37** 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

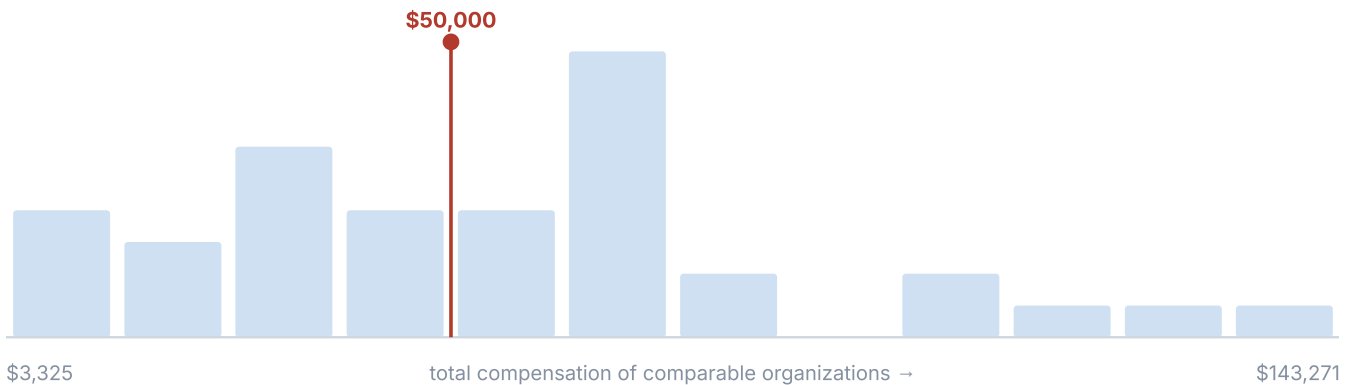
Benchmarked executive: Ye Li — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6E).
BUDGET	Total revenue between \$272,962 and \$611,110 — 0.67x to 1.50x the subject's \$407,407 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6E), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,234	\$30,290	\$58,157	\$66,833	\$101,251	\$50,000
----------	----------	----------	----------	-----------	----------



■ 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 OR 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
Pakachoag Music School Of Greater	MA	\$418,001	Interim Executive Director	\$62,107	\$60,098	2024
Labanbartenieff Institute Of Movement	NY	\$418,184	Executive Dir.	\$35,000	\$35,063	2023
Oklahoma Youth Orchestras Inc	OK	\$392,168	Executive Di	\$66,682	\$79,067	2024
Portland Actors Conservatory	OR	\$433,940	Board Member	\$60,123	\$61,899	2023
Chehalis Ballet Center	WA	\$379,402	Administrative Director	\$40,937	\$38,450	2025
Ali Akbar College Of Music	CA	\$377,532	President	\$39,386	\$37,704	2023
Gabriela Lena Frank Creative	CA	\$442,499	President	\$121,801	\$116,601	2023
Summerbella	CA	\$449,043	Trustee	\$24,000	\$22,316	2024
Csehy Summer School Of Music	PA	\$455,372	Executive Director	\$62,237	\$66,833	2024
Pierre Monteux Memorial Foundation	ME	\$457,727	Executive Di	\$37,000	\$39,896	2024
Flying Gravity Circus Inc	NH	\$345,186	Exec Director/trustee	\$53,000	\$52,698	2024
Pioneer School Of Drama	KY	\$470,967	Co-president/managing Director	\$20,800	\$24,064	2024
Nebraska Music Education	NE	\$338,431	Executive Di	\$56,650	\$65,611	2024
Young Actors Theater Inc	CA	\$476,689	Executive Director	\$67,981	\$65,079	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wirth Center For The Performing Art	MN	\$486,629	Executive Di	\$48,000	\$49,757	2025
Pan American Dance Foundation Inc	NY	\$496,732	Vice - President	\$28,800	\$28,024	2024
Community Music School	NY	\$498,574	Executive Director	\$61,750	\$61,861	2023
Crystal Theatre Inc	CT	\$313,678	President, Artistic Director	\$29,140	\$30,290	2023
Bronx School For Music Inc	NY	\$501,301	President	\$59,044	\$59,150	2023
Music In Schools Today	CA	\$312,240	Executive Dir.	\$105,900	\$98,470	2024
Gaston School Of The Arts	NC	\$311,220	Executive Di	\$36,302	\$40,391	2024
Performing Arts School Of Worcester Inc	MA	\$310,983	Executive Director	\$72,189	\$71,917	2023
The Community Music School Of The	VA	\$310,390	Executive Director	\$62,500	\$64,983	2024
Christian Youth Theater Fredericksburg	VA	\$505,159	Director	\$55,935	\$58,157	2024
State Street Academy Of Music At St Lawrence	PA	\$303,596	Treasurer	\$4,520	\$4,728	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	37 organizations. Compensation range \$3,325–\$143,271; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$407,407); for reference, expenses \$418,470 and assets \$119,442.
ROLE MATCH	Ye Li, reported title "Executive Dir.", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	46 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	46 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 (Ye Li) 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 37 similarly situated organizations (Same NTEE sector (A6E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 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 13, 2026.