

Barebones Productions Inc

Executive Director / CEO

EIN 562493506

PA · NTEE A65

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Jordan, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **313** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Patrick Jordan — reported title "ARTISTIC DIR", 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).

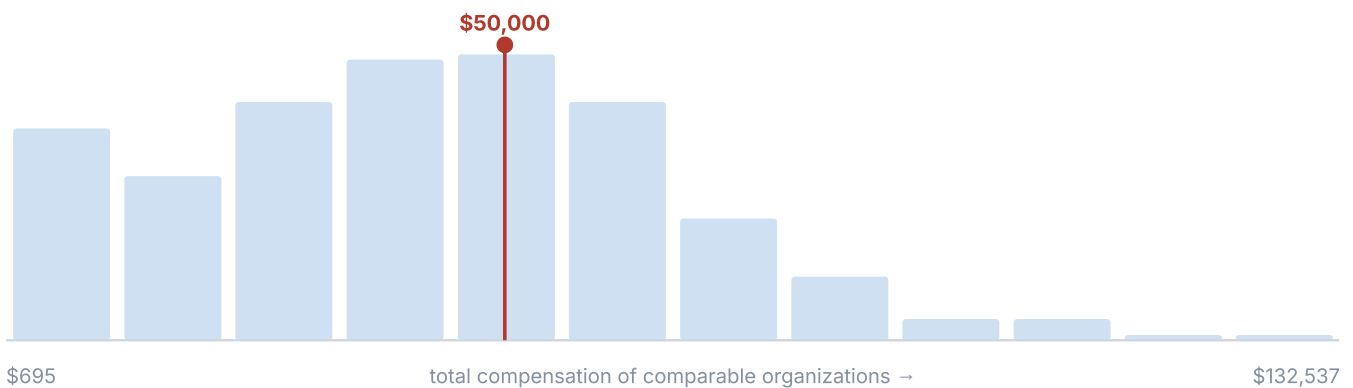
BUDGET Total revenue between \$230,476 and \$515,992 — 0.67x to 1.50x the subject's \$343,995 (the band tightens as size grows).

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

313 organizations qualified on sector, size, and geography

→ **313** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,455

\$24,199

\$42,828

\$58,572

\$72,332

\$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 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
Developing Artists Theaters Company Inc	NY	\$344,610	Executive Dir.	\$74,833	\$67,809	2024
Theatre Forty	CA	\$343,128	Secretary	\$61,354	\$51,757	2025
Redtwist Theatre	IL	\$342,425	Artist Director	\$14,805	\$14,595	2024
Musiga	TX	\$345,649	Executive Director	\$53,100	\$54,837	2023
Labyrinth Inc	NY	\$346,568	Interim Managing Director	\$16,000	\$14,498	2024
30 By Ninety Theatre Inc	LA	\$341,146	Treasurer	\$36,000	\$39,751	2024
The Winterset Iowa Theater	IA	\$340,600	President	\$5,000	\$5,490	2024
North American Cultural Laboratory	NY	\$347,461	Executive Di	\$45,013	\$40,788	2024
Filament Theatre Ensemble Nfp	IL	\$347,996	Ex Officio	\$46,875	\$47,577	2023
Jean Shelton Foundation	CA	\$338,712	Executive Director	\$15,000	\$12,988	2024
Glass Half Full Theatre	TX	\$338,468	Co-producing Artistic Director	\$42,696	\$42,828	2024
Mile High Youth Theatre Inc	CO	\$337,898	Executive Director	\$55,042	\$51,561	2025
Acting Out Theater Company Inc	MA	\$337,474	President/tr	\$39,000	\$35,143	2024
Theatre Puget Sound	WA	\$337,152	Executive Director	\$83,160	\$76,865	2023
Childrens Musical Theatreworks Inc	CA	\$336,869	Executive Dir.	\$12,000	\$10,391	2024
The Paper Bag Players Inc	NY	\$336,631	Executive Di	\$20,576	\$18,645	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Centerstage Theatre	WA	\$351,431	Executive Director	\$53,440	\$49,395	2023
Hope Stone Inc	TX	\$351,828	Founder & President	\$70,000	\$70,216	2024
Theatre Rhinoceros Inc	CA	\$336,121	Executive Dir.	\$78,500	\$66,221	2025
New Art City Theatre	CA	\$352,132	Founder/arti	\$23,500	\$20,349	2024
Chicago Latino Theater Alliance	IL	\$335,630	Executive Di	\$113,866	\$109,361	2025
Scoundrel And Scamp Theatre Inc	AZ	\$352,459	Artistic Dir	\$9,750	\$9,403	2024
Fairbanks Drama Association	AK	\$334,859	Executive Director	\$86,120	\$80,435	2025
North Carolina Theatre Conference	NC	\$334,224	Executive Director	\$108,150	\$109,169	2025
Merely Players	CO	\$333,603	Member	\$1,000	\$962	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 313 organizations. Compensation range \$695–\$132,537; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$343,995); for reference, expenses \$375,349 and assets \$300,391.

ROLE MATCH Patrick Jordan, reported title *"ARTISTIC DIR"*, 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	61 st
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	61 st

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 (Patrick Jordan) 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 313 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 61st 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.