

# Actors Bridge Ensemble Theater Of Nashville Inc

Executive Director / CEO

EIN 621734411

TN · NTEE A65

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Vali Forrister, Executive Director / CEO** (\$76,500) 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 **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

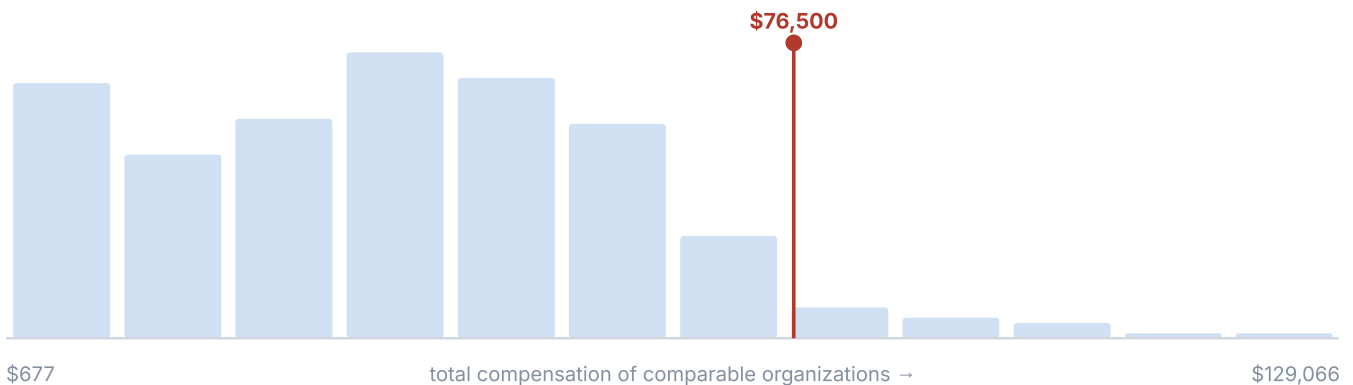
**Benchmarked executive:** Vali Forrister — reported title “Producing Artistic Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$209,220 and \$468,403 — 0.67x to 1.50x the subject's \$312,269 (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 form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$7,342</b> 10TH	<b>\$19,816</b> 25TH	<b>\$38,233</b> MEDIAN	<b>\$53,570</b> 75TH	<b>\$66,303</b> 90TH	<b>\$76,500</b> THIS ORG · 96TH
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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 TN 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="#">Music On The Hill Inc</a>	CT	\$312,763	President, D	\$30,330	<b>\$27,770</b>	2024
<a href="#">Control Group Productions</a>	CO	\$312,866	Ex Officio/n	\$42,185	<b>\$38,482</b>	2025
<a href="#">Cloverdale Playhouse Inc</a>	AL	\$313,352	Operations M	\$43,820	<b>\$46,228</b>	2024
<a href="#">Musical Theatre Factory Inc</a>	NY	\$313,462	President	\$50,000	<b>\$45,424</b>	2023
<a href="#">Theatre Lab Inc</a>	NY	\$310,477	President	\$21,000	<b>\$18,531</b>	2024
<a href="#">Carpenter Square Theatre Inc</a>	OK	\$309,628	Executive Artistic Dir	\$52,955	<b>\$55,474</b>	2025
<a href="#">Theatre Dybbuk</a>	CA	\$314,939	See Sch O	\$65,149	<b>\$54,936</b>	2024
<a href="#">Second Thought Theatre</a>	TX	\$309,488	Executive Director	\$33,500	<b>\$32,723</b>	2024
<a href="#">The Mountain Playhouse</a>	PA	\$309,483	Accountant	\$12,830	<b>\$12,863</b>	2023
<a href="#">Actors Guild Of Parkersburg Inc</a>	WV	\$315,308	Interim Technical Director	\$35,798	<b>\$38,968</b>	2023
<a href="#">Wing-it Productions</a>	WA	\$309,153	Executive Artistic Director	\$42,249	<b>\$38,029</b>	2023
<a href="#">Regional Theatre Of The Palouse</a>	WA	\$315,442	President	\$12,000	<b>\$10,492</b>	2024
<a href="#">Lights Up Theater Inc</a>	CA	\$315,600	Vice President	\$75,000	<b>\$63,242</b>	2024
<a href="#">Piven Theatre Workshop</a>	IL	\$308,032	Artistic Dir	\$59,800	<b>\$55,930</b>	2025
<a href="#">Alaska Theatre Of Youth</a>	AK	\$316,999	Exec Dir	\$20,238	<b>\$18,894</b>	2024
<a href="#">Kokandy Productions</a>	IL	\$317,321	Producing Artistic Director	\$9,800	<b>\$9,408</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Teatro Hispano De Dallas</a>	TX	\$317,399	Executive Director	\$63,750	<b>\$64,112</b>	2023
<a href="#">Theatre Macon Inc</a>	GA	\$317,696	Executive Di	\$59,740	<b>\$58,658</b>	2024
<a href="#">Theater For Personal Growth Inc</a>	NY	\$306,579	Mgr Director/secty	\$95,500	<b>\$84,270</b>	2024
<a href="#">Boundless Theatre Company Inc</a>	NY	\$306,353	Founding Member	\$16,331	<b>\$14,411</b>	2024
<a href="#">Collaborative Theatre Project Inc</a>	OR	\$306,297	Artistic Dir	\$3,500	<b>\$3,174</b>	2024
<a href="#">Port Tobacco Players Inc</a>	MD	\$318,280	President	\$28,000	<b>\$25,563</b>	2024
<a href="#">Walla Walla Summer Theater Studios</a>	WA	\$318,806	Executive Artistic Director	\$70,000	<b>\$61,200</b>	2024
<a href="#">The Liberty Theatre Company</a>	ID	\$305,616	Executive Di	\$43,770	<b>\$45,469</b>	2024
<a href="#">Stolen Shakespeare Guild</a>	TX	\$319,631	Executive Di	\$48,166	<b>\$47,049</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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** 313 organizations. Compensation range \$677–\$129,066; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$312,269); for reference, expenses \$254,927 and assets \$180,203.

**ROLE MATCH** Vali Forrister, reported title "*Producing Artistic 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	5 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Vali Forrister) 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 10, 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 \$76,500 is reasonable (approximately the 96<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 10, 2026.