

Carpenter Square Theatre Inc

Executive Director / CEO

EIN 731236623
 OK · NTEE A650
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Clark, Executive Director / CEO** (\$52,955) against **every comparable organization** that fit the selection criteria — **311** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

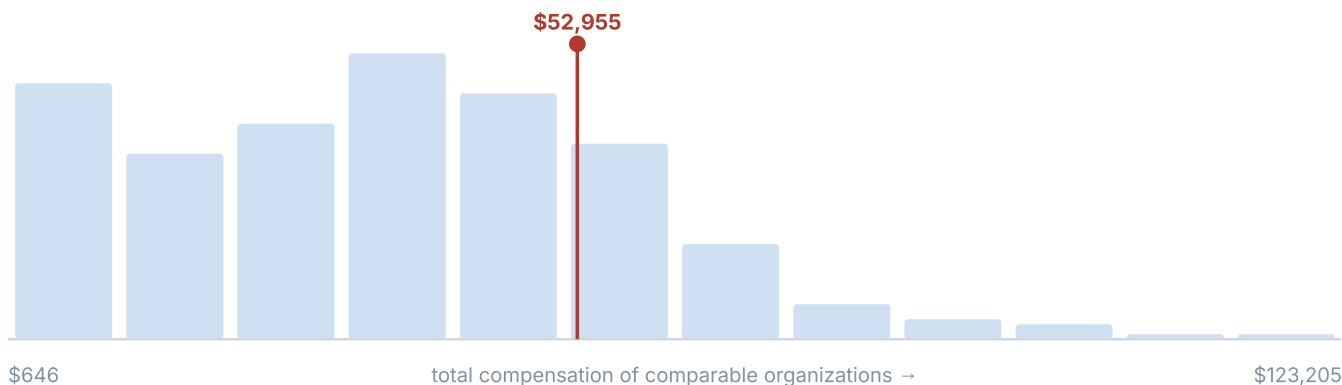
Benchmarked executive: Rhonda Clark — reported title “EXECUTIVE ARTISTIC DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A650).
BUDGET	Total revenue between \$207,450 and \$464,442 — 0.67x to 1.50x the subject's \$309,628 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

311 organizations qualified on sector, size, and geography → **311** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,650	\$18,302	\$36,063	\$50,845	\$64,651	\$52,955
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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
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$31,237	2024
The Mountain Playhouse	PA	\$309,483	Accountant	\$12,830	\$12,279	2023
Wing-it Productions	WA	\$309,153	Executive Artistic Director	\$42,249	\$36,302	2023
Theatre Lab Inc	NY	\$310,477	President	\$21,000	\$17,690	2024
Piven Theatre Workshop	IL	\$308,032	Artistic Dir	\$59,800	\$53,391	2025
Actors Bridge Ensemble Theater Of Nashville Inc	TN	\$312,269	Producing Artistic Director	\$76,500	\$73,026	2025
Theater For Personal Growth Inc	NY	\$306,579	Mgr Director/secty	\$95,500	\$80,444	2024
Music On The Hill Inc	CT	\$312,763	President, D	\$30,330	\$26,509	2024
Control Group Productions	CO	\$312,866	Ex Officio/n	\$42,185	\$36,735	2025
Boundless Theatre Company Inc	NY	\$306,353	Founding Member	\$16,331	\$13,756	2024
Collaborative Theatre Project Inc	OR	\$306,297	Artistic Dir	\$3,500	\$3,030	2024
Cloverdale Playhouse Inc	AL	\$313,352	Operations M	\$43,820	\$44,129	2024
Musical Theatre Factory Inc	NY	\$313,462	President	\$50,000	\$43,361	2023
The Liberty Theatre Company	ID	\$305,616	Executive Di	\$43,770	\$43,404	2024
Theatre Dybbuk	CA	\$314,939	See Sch O	\$65,149	\$52,441	2024
North Shore Children's Theatre Inc	MA	\$304,291	President & Treasurer	\$65,000	\$54,449	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Actors Guild Of Parkersburg Inc	WV	\$315,308	Interim Technical Director	\$35,798	\$37,199	2023
Regional Theatre Of The Palouse	WA	\$315,442	President	\$12,000	\$10,015	2024
Lights Up Theater Inc	CA	\$315,600	Vice President	\$75,000	\$60,370	2024
Artists' Ensemble Theater Inc	IL	\$303,429	Artistic Dir	\$25,487	\$22,755	2025
Rainbow Productions	VA	\$302,690	President	\$73,038	\$65,738	2024
Firebird Childrens Theatre	PA	\$302,599	President	\$36,150	\$33,605	2024
Main Street Players Inc	GA	\$302,461	President	\$24,000	\$22,495	2024
Rosendale Theatre Collective Inc	NY	\$302,387	Managing Director	\$59,499	\$50,118	2024
Alaska Theatre Of Youth	AK	\$316,999	Exec Dir	\$20,238	\$18,036	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 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	311 organizations. Compensation range \$646–\$123,205; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$309,628); for reference, expenses \$321,307 and assets \$630,760.
ROLE MATCH	Rhonda Clark, reported title <i>"EXECUTIVE ARTISTIC DIR"</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 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	78 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	77 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 (Rhonda Clark) 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 311 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,955 is reasonable (approximately the 78th 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.