

Kitchen Dog Theater

Executive Director / CEO

EIN 752363639
 TX · NTEE A65M
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Tim Johnson, Executive Director / CEO** (\$47,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

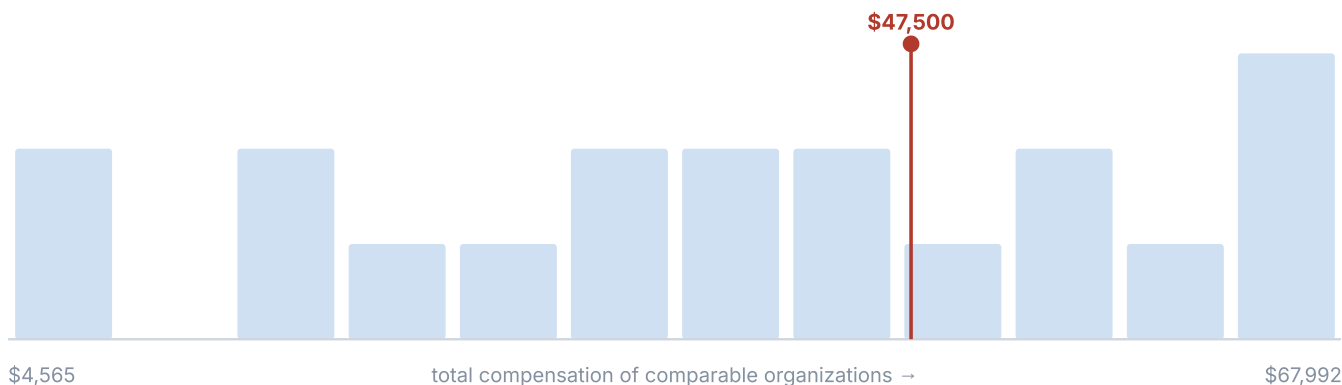
Benchmarked executive: Tim Johnson — reported title “MANAGING DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65M).
BUDGET	Total revenue between \$182,503 and \$408,591 — 0.67x to 1.50x the subject's \$272,394 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65) + TX + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,537	\$27,666	\$41,471	\$52,962	\$64,469	\$47,500
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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 TX 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
Outcry Theatre Inc	TX	\$268,753	Artistic Dir	\$37,440	\$36,366	2024
Cactus Pear Music Festival	TX	\$284,917	Executive Dir.	\$69,333	\$67,344	2024
Soul Rep Theatre Company	TX	\$289,722	Producton	\$26,854	\$25,411	2025
Corsicana Community Playhouse Inc	TX	\$254,265	Exc Dir	\$30,805	\$29,921	2024
Wichita Falls Backdoor Players Inc	TX	\$290,648	Executive Director	\$45,510	\$45,510	2023
Paris Community Theater	TX	\$295,327	President	\$4,700	\$4,565	2024
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$32,539	2024
Rover Dramawerks	TX	\$234,222	Executive Director	\$19,000	\$18,455	2024
Teatro Hispano De Dallas	TX	\$317,399	Executive Director	\$63,750	\$63,750	2023
Stolen Shakespeare Guild	TX	\$319,631	Executive Di	\$48,166	\$46,784	2024
Longview Act	TX	\$330,966	Executive Director	\$60,108	\$58,384	2024
Glass Half Full Theatre	TX	\$338,468	Co-producing Artistic Director	\$42,696	\$41,471	2024
Bright Lights Theatre	TX	\$205,508	President And Exec Dir	\$17,750	\$16,796	2025
Shabach Enterprise	TX	\$201,957	Executive Director	\$5,500	\$5,500	2023
Classical Theatre Company	TX	\$199,643	Executive Artistic Director, Treasurer	\$35,000	\$33,120	2025
Musiga	TX	\$345,649	Executive Director	\$53,100	\$53,100	2023
Hope Stone Inc	TX	\$351,828	Founder & President	\$70,000	\$67,992	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wimberley Players Inc	TX	\$357,953	Technical Director	\$52,824	\$52,824	2023
Island Star Performances Inc	TX	\$376,544	Vice President	\$50,441	\$48,994	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	19 organizations. Compensation range \$4,565–\$67,992; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$272,394); for reference, expenses \$378,301 and assets \$2,235,095.
ROLE MATCH	Tim Johnson, reported title <i>"MANAGING DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	63 rd
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	63 rd

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 (Tim Johnson) 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 19 similarly situated organizations (Same NTEE sector (A65) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,500 is reasonable (approximately the 63rd 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.