

Soul Rep Theatre Company

Executive Director / CEO

EIN 752678532
 TX · NTEE A65
 FY ending 2025-07-31
June 9, 2026

This analysis benchmarks the total compensation of **Ashley Oliver, Executive Director / CEO** (\$26,854) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

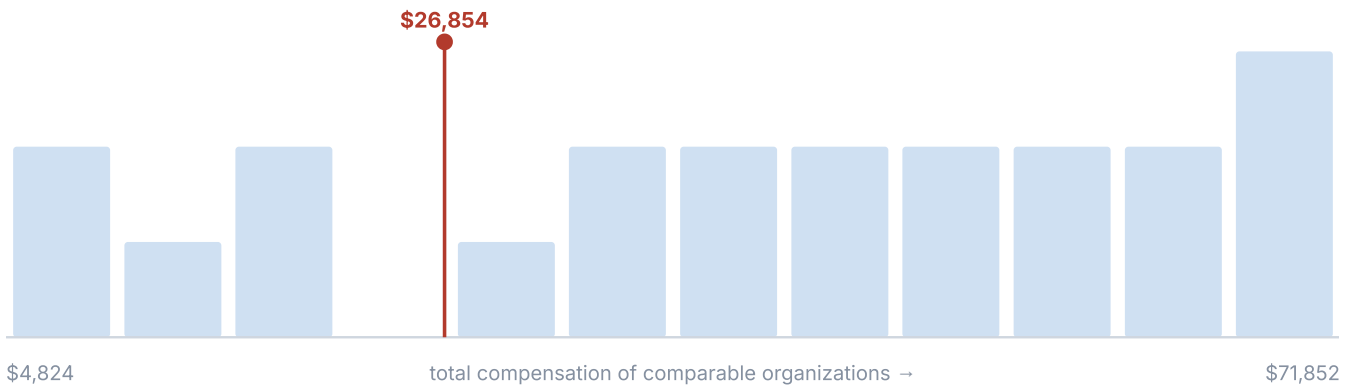
Benchmarked executive: Ashley Oliver — reported title "PRODUCTON", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$194,113 and \$434,583 — 0.67x to 1.50x the subject's \$289,722 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65) + TX + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,681	\$31,620	\$48,094	\$56,115	\$67,370	\$26,854
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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
Wichita Falls Backdoor Players Inc	TX	\$290,648	Executive Director	\$45,510	\$48,094	2023
Cactus Pear Music Festival	TX	\$284,917	Executive Dir.	\$69,333	\$71,167	2024
Paris Community Theater	TX	\$295,327	President	\$4,700	\$4,824	2024
Kitchen Dog Theater	TX	\$272,394	Managing Director	\$47,500	\$50,197	2023
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$34,386	2024
Outcry Theatre Inc	TX	\$268,753	Artistic Dir	\$37,440	\$38,431	2024
Teatro Hispano De Dallas	TX	\$317,399	Executive Director	\$63,750	\$67,370	2023
Stolen Shakespeare Guild	TX	\$319,631	Executive Di	\$48,166	\$49,440	2024
Corsicana Community Playhouse Inc	TX	\$254,265	Exc Dir	\$30,805	\$31,620	2024
Longview Act	TX	\$330,966	Executive Director	\$60,108	\$61,698	2024
Glass Half Full Theatre	TX	\$338,468	Co-producing Artistic Director	\$42,696	\$43,826	2024
Rover Dramawerks	TX	\$234,222	Executive Director	\$19,000	\$19,503	2024
Musiqá	TX	\$345,649	Executive Director	\$53,100	\$56,115	2023
Hope Stone Inc	TX	\$351,828	Founder & President	\$70,000	\$71,852	2024
Wimberley Players Inc	TX	\$357,953	Technical Director	\$52,824	\$55,823	2023
Bright Lights Theatre	TX	\$205,508	President And Exec Dir	\$17,750	\$17,750	2025
Island Star Performances Inc	TX	\$376,544	Vice President	\$50,441	\$51,776	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shabach Enterprise	TX	\$201,957	Executive Director	\$5,500	\$5,812	2023
Classical Theatre Company	TX	\$199,643	Executive Artistic Director, Treasurer	\$35,000	\$35,000	2025
The Theatre Company Of Bcs	TX	\$411,951	Executive Director	\$60,000	\$63,407	2023
Lubbock Moonlight Musicals Inc	TX	\$425,007	Founder & Ar	\$12,000	\$12,681	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 21 organizations. Compensation range \$4,824–\$71,852; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$289,722); for reference, expenses \$236,969 and assets \$197,980.

ROLE MATCH Ashley Oliver, reported title "*PRODUCTION*", 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 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	24th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	24 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 (Ashley Oliver) 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 21 similarly situated organizations (Same NTEE sector (A65) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,854 is reasonable (approximately the 24th 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.