

# Ohlook Performing Arts Center Inc

Executive Director / CEO

EIN 752961422  
 TX · NTEE A65  
 FY ending 2024-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jessica Taylor, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

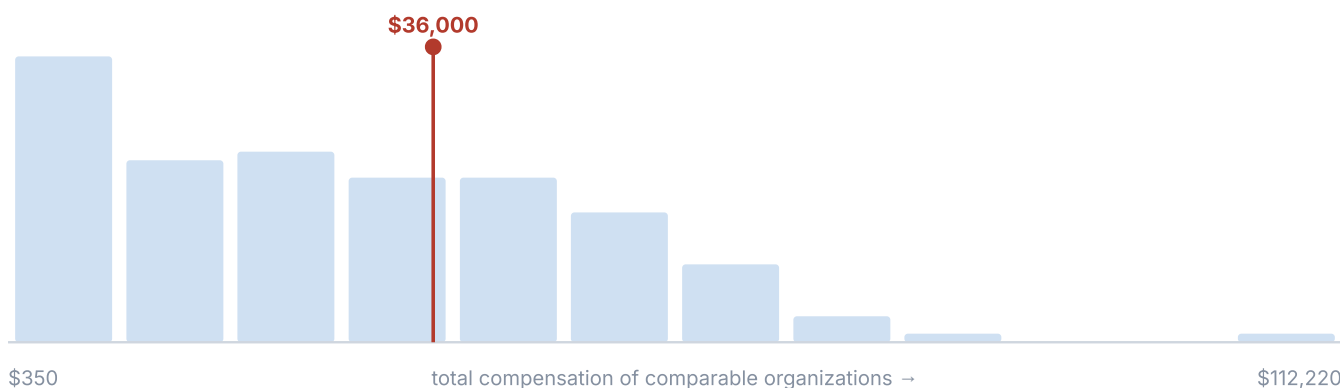
**Benchmarked executive:** Jessica Taylor — reported title “Educational and Creative Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$116,531 and \$260,890 — 0.67x to 1.50x the subject's \$173,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**143** organizations qualified on sector, size, and geography → **143** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,743	\$10,726	\$24,396	\$44,232	\$56,032	\$36,000
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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
<a href="#">Whidbey Childrens Theater</a>	WA	\$174,519	Executive Director	\$37,000	<b>\$34,094</b>	2023
<a href="#">Marva Theater Performing Arts Center Inc</a>	MD	\$175,093	Theater Manager	\$21,333	<b>\$20,527</b>	2023
<a href="#">Oak Park River Forest Civic Theatre</a>	IL	\$175,886	Managing Director	\$28,501	<b>\$28,011</b>	2024
<a href="#">The Nola Project Inc</a>	LA	\$176,949	Executive Director	\$8,177	<b>\$9,001</b>	2024
<a href="#">Dunes Art Foundation Inc</a>	IN	\$176,991	Managing Dir	\$2,000	<b>\$2,108</b>	2024
<a href="#">Lucky Plush Productions</a>	IL	\$170,279	Secretary	\$3,443	<b>\$3,296</b>	2025
<a href="#">Iron Crow Theatre Company Inc</a>	MD	\$177,985	Director	\$3,620	<b>\$3,296</b>	2025
<a href="#">Orange Park Community Theatre Inc</a>	FL	\$178,121	President	\$900	<b>\$845</b>	2024
<a href="#">State Theatre Company</a>	TX	\$179,853	Secretary/ceo	\$9,664	<b>\$9,664</b>	2024
<a href="#">Jion Academy</a>	CA	\$180,108	President	\$9,900	<b>\$8,546</b>	2024
<a href="#">My Nose Turns Red Theatre Company</a>	KY	\$167,457	Executive Director	\$43,720	<b>\$46,957</b>	2024
<a href="#">Childrens Theatre Of Houston</a>	TX	\$167,263	Officer	\$44,584	<b>\$44,584</b>	2024
<a href="#">Heartwood Regional Theater Company</a>	ME	\$181,076	Executive Director	\$55,000	<b>\$53,637</b>	2025
<a href="#">Calliope Productions Incorporated</a>	MA	\$163,408	President	\$15,000	<b>\$13,873</b>	2023
<a href="#">Origin Theatre Company Inc</a>	NY	\$184,758	Artistic Dir	\$67,500	<b>\$62,777</b>	2023
<a href="#">Bay Area Theatresports</a>	CA	\$160,135	Executive Dir.	\$69,401	<b>\$59,909</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Hart Inc</a>	OR	\$187,904	President	\$15,250	<b>\$13,793</b>	2025
<a href="#">Create Latino Cultural Center Corp</a>	FL	\$188,130	Director	\$60,000	<b>\$56,348</b>	2024
<a href="#">Off The Wall Productions</a>	PA	\$188,494	Executive Ar	\$5,627	<b>\$5,775</b>	2023
<a href="#">Grateful Crane Ensemble Inc</a>	CA	\$159,290	Exec Director	\$47,616	<b>\$41,104</b>	2024
<a href="#">North Canton Playhouse</a>	OH	\$189,127	Executive Director	\$27,490	<b>\$29,107</b>	2024
<a href="#">Quincy Music Theatre Inc</a>	FL	\$158,540	Executive Di	\$12,606	<b>\$12,188</b>	2023
<a href="#">Island Stage Left</a>	WA	\$157,842	Executive Di	\$49,666	<b>\$45,765</b>	2023
<a href="#">Rubber City Shakespeare Company</a>	OH	\$190,570	Ex-officio	\$11,843	<b>\$12,540</b>	2024
<a href="#">Margret And Ha Rey Center Inc</a>	NH	\$190,958	Director	\$56,160	<b>\$51,840</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>143</b> organizations. Compensation range \$350–\$112,220; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$173,927); for reference, expenses \$194,243 and assets \$24,250.
ROLE MATCH	Jessica Taylor, reported title <i>"Educational and Creative Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Jessica Taylor) 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 143 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 64<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 9, 2026.