

Hope Stone Inc

Executive Director / CEO

EIN 760519238
 TX · NTEE A65
 FY ending 2024-05-31
June 9, 2026

This analysis benchmarks the total compensation of **Jane Weiner, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

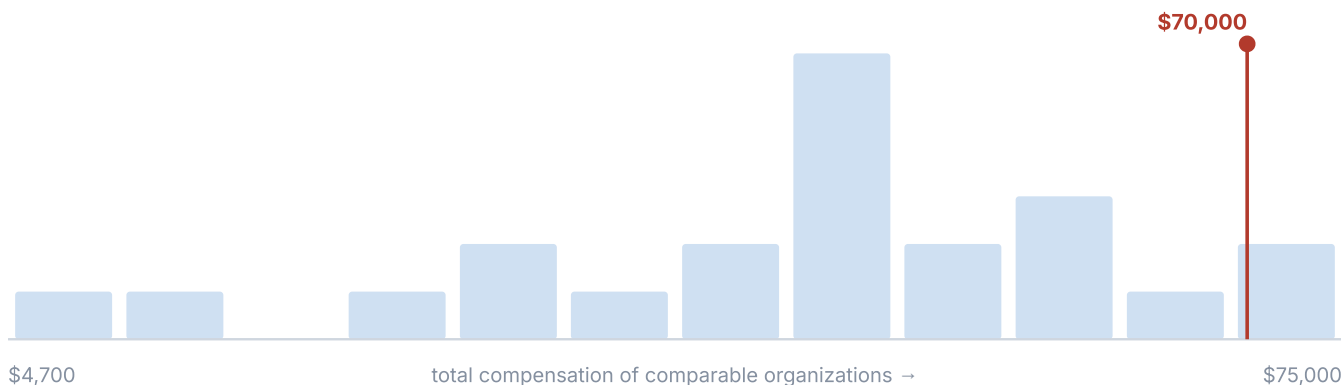
Benchmarked executive: Jane Weiner — reported title “Founder & President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$235,724 and \$527,742 — 0.67x to 1.50x the subject's \$351,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65) + TX + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,626	\$38,114	\$49,588	\$57,317	\$65,247	\$70,000
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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
Wimberley Players Inc	TX	\$357,953	Technical Director	\$52,824	\$54,384	2023
Musiga	TX	\$345,649	Executive Director	\$53,100	\$54,668	2023
Glass Half Full Theatre	TX	\$338,468	Co-producing Artistic Director	\$42,696	\$42,696	2024
Longview Act	TX	\$330,966	Executive Director	\$60,108	\$60,108	2024
Island Star Performances Inc	TX	\$376,544	Vice President	\$50,441	\$50,441	2024
Stolen Shakespeare Guild	TX	\$319,631	Executive Di	\$48,166	\$48,166	2024
Teatro Hispano De Dallas	TX	\$317,399	Executive Director	\$63,750	\$65,633	2023
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$33,500	2024
Paris Community Theater	TX	\$295,327	President	\$4,700	\$4,700	2024
The Theatre Company Of Bcs	TX	\$411,951	Executive Director	\$60,000	\$61,772	2023
Wichita Falls Backdoor Players Inc	TX	\$290,648	Executive Director	\$45,510	\$46,854	2023
Soul Rep Theatre Company	TX	\$289,722	Producton	\$26,854	\$26,162	2025
Cactus Pear Music Festival	TX	\$284,917	Executive Dir.	\$69,333	\$69,333	2024
Lubbock Moonlight Musicals Inc	TX	\$425,007	Founder & Ar	\$12,000	\$12,354	2023
Kitchen Dog Theater	TX	\$272,394	Managing Director	\$47,500	\$48,903	2023
Outcry Theatre Inc	TX	\$268,753	Artistic Dir	\$37,440	\$37,440	2024
The Actors Conservatory Theatre	TX	\$435,935	General Production Manager	\$50,000	\$51,477	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corsicana Community Playhouse Inc	TX	\$254,265	Exc Dir	\$30,805	\$30,805	2024
Balanced Almond Inc	TX	\$451,494	President	\$40,134	\$40,134	2024
Austin Scottish Rite Community And	TX	\$457,853	Executive Dir.	\$58,200	\$58,200	2024
Beaumont Community Players Inc	TX	\$459,825	Executive Dir	\$75,000	\$75,000	2024
Lubbock Community Theatre	TX	\$504,919	Executive Dir.	\$48,830	\$50,272	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 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.

● Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$4,700–\$75,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$351,828); for reference, expenses \$350,352 and assets \$186,036.
ROLE MATCH	Jane Weiner, reported title " <i>Founder & President</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.
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	95 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	91 st

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 (Jane Weiner) 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 22 similarly situated organizations (Same NTEE sector (A65) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 95th 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.