

Ventura County Ballet Company

Executive Director / CEO

EIN 770514061

CA · NTEE A63

FY ending 2025-02-28

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Noblin, Executive Director / CEO** (\$4,167) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kathleen Noblin — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A63).

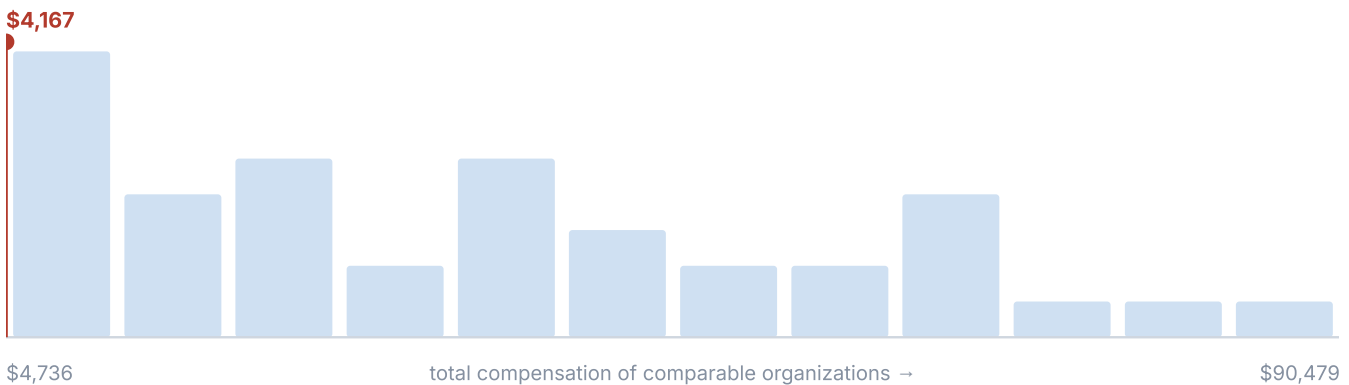
BUDGET Total revenue between \$160,584 and \$359,517 — 0.67x to 1.50x the subject's \$239,678 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,526

\$15,682

\$32,294

\$52,595

\$68,405

\$4,167



■ 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 CA 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
Ozark Ballet Theater	AR	\$228,282	Executive Director	\$32,973	\$44,057	2024
Kansas School Of Classical Ballet Inc	KS	\$252,283	Executive Director	\$24,000	\$30,027	2025
Ekklesia Contemporary Ballet Inc	CT	\$225,596	Artistic Director	\$37,754	\$42,079	2024
International Rhythmic Gymnastics-ext Mail	WA	\$256,402	President	\$14,256	\$15,172	2024
Ballet And Beyond Nyc Inc	NY	\$222,801	Director, President, Treasurer	\$6,600	\$6,907	2025
Ballet Theatre Of Lexington Inc	KY	\$258,849	Director/employee	\$41,625	\$51,790	2025
United Ballet Theatre Inc	FL	\$220,444	Director And Founder	\$5,700	\$6,554	2023
Ballet Theatre San Luis Obispo	CA	\$219,597	President & Treasurer	\$6,295	\$6,462	2024
Palmetto City Ballet	SC	\$217,788	Artistic Director And Ceo	\$5,950	\$7,189	2025
Safe Haven Ballet	NH	\$264,008	Executive Director	\$19,500	\$22,036	2023
Paradosi Christian Ballet	WA	\$214,799	Executive Director, President, And Registered Agent	\$31,800	\$34,844	2023
Fadeyev Ballet Inc	NY	\$265,067	President	\$57,000	\$59,649	2025
Santa Clarita Ballet Company Inc	CA	\$267,794	Artistic Director	\$51,500	\$52,863	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Port Angeles City Ballet	WA	\$210,924	Vice President	\$4,450	\$4,736	2024
Lakecities Ballet Theatre	TX	\$210,773	Artistic Director	\$10,000	\$11,891	2024
Petipa Heritage Foundation	CA	\$210,369	Executive Dir.	\$18,873	\$19,945	2023
Macomb Ballet Company	MI	\$271,104	Artistic Dir	\$28,700	\$35,213	2024
Rise Up School Of Dance	UT	\$207,910	President	\$47,240	\$59,171	2023
Metropolitan Ballet Theatre Inc	GA	\$275,350	Artistic Director	\$35,184	\$40,969	2025
The Children's Ballet Inc	IN	\$203,411	Artistic Director	\$24,865	\$31,170	2024
Vacaville Ballet Theatre Dance Company	CA	\$199,738	President	\$4,900	\$5,030	2024
Ballet Repertory Theatre Of New Mexico	NM	\$288,188	Executive & Artist Director	\$53,333	\$68,188	2024
Ballet Theatre Of Carmel Academy Ltd	IN	\$291,185	Associate Artistic Directo	\$5,004	\$6,272	2024
Cary Ballet Company	NC	\$294,785	Artistic Director	\$16,000	\$19,652	2024
Royal Expressions Contemporary Ballet	NC	\$297,417	Founding Director	\$20,701	\$25,427	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 38 organizations. Compensation range \$4,736–\$90,479; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$239,678); for reference, expenses \$175,198 and assets \$222,042.

ROLE MATCH Kathleen Noblin, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	0 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 (Kathleen Noblin) 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 38 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,167 is reasonable (approximately the 0th 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.