

# Rocky Mountain Ballet Theatre

Executive Director / CEO

EIN 770599433

MT · NTEE A60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Carreno, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

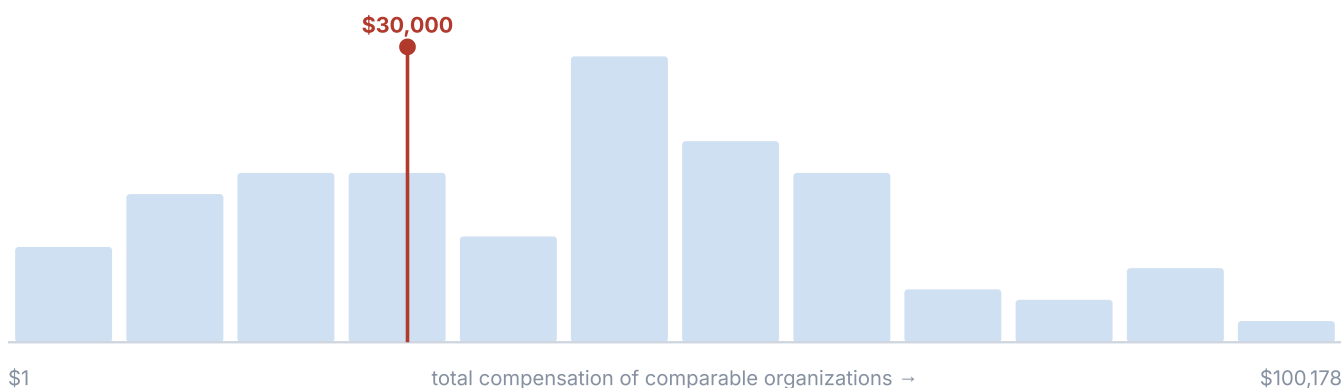
**Benchmarked executive:** Karen Carreno — reported title "ASSOCIATE DIR.," selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$217,291 and \$486,472 — 0.67x to 1.50x the subject's \$324,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

**145** organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,391	\$23,777	\$44,009	\$57,147	\$70,991	\$30,000
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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 MT 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="#">Teada Productions</a>	CA	\$323,308	President &	\$60,000	<b>\$46,825</b>	2025
<a href="#">Childrens Legacy Theatre Inc</a>	DC	\$322,058	Executive Director	\$51,970	<b>\$42,308</b>	2024
<a href="#">Unison Learning Center Inc</a>	NY	\$326,868	Executive Director	\$63,000	<b>\$54,372</b>	2023
<a href="#">Bower Center For The Arts</a>	VA	\$321,721	Executive Director	\$63,750	<b>\$57,103</b>	2024
<a href="#">Mishpachah Inc</a>	OH	\$321,109	Director	\$60,911	<b>\$61,617</b>	2023
<a href="#">Odyssey Opera Of Boston Inc</a>	MA	\$327,762	Executive Director	\$106,167	<b>\$91,120</b>	2023
<a href="#">Sino Us Performing Arts Organization</a>	CA	\$327,781	Secretary	\$62,699	<b>\$51,710</b>	2023
<a href="#">Crossroads Creative &amp; Performing Arts</a>	OR	\$327,878	Executive Director	\$63,167	<b>\$56,027</b>	2023
<a href="#">North Bay Theatrics Inc</a>	CA	\$328,366	President	\$64,408	<b>\$53,119</b>	2023
<a href="#">Staibdance Inc</a>	GA	\$328,628	Admin Director	\$40,000	<b>\$37,311</b>	2024
<a href="#">Texan-french Alliance For The Arts</a>	TX	\$329,894	Executive Director	\$83,999	<b>\$80,252</b>	2023
<a href="#">Sandglass Center For Puppetry &amp; Theater Research Ltd</a>	VT	\$318,179	Board Member And Artistic Director	\$37,556	<b>\$36,103</b>	2023
<a href="#">Arts For Kids Inc</a>	NJ	\$316,270	Executive Director	\$57,868	<b>\$46,695</b>	2025
<a href="#">Atlanta Dance Theatre Inc</a>	GA	\$315,215	Artistic Dir	\$65,078	<b>\$60,704</b>	2024
<a href="#">Yes And Collaborative Arts</a>	PA	\$314,678	Executive Director	\$32,490	<b>\$30,057</b>	2024
<a href="#">Dancecast Collective</a>	TN	\$334,000	Executive Director	\$1	<b>\$1</b>	2025
<a href="#">Performing Arts Academy Of New</a>	TX	\$313,628	Chairman	\$29,996	<b>\$27,836</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">7th Street Theatre Association</a>	WA	\$335,673	Prior Manager	\$18,601	<b>\$15,905</b>	2023
<a href="#">Forces Of Nature Inc</a>	NY	\$336,324	President	\$24,400	<b>\$19,927</b>	2025
<a href="#">Ztp</a>	MN	\$337,220	Executive Artistic Director	\$62,150	<b>\$58,654</b>	2023
<a href="#">Reno Dance Company</a>	NV	\$311,005	Executive Director	\$15,000	<b>\$13,948</b>	2024
<a href="#">Xelias Aerial Arts Studio</a>	MN	\$309,842	Executive Director	\$96,000	<b>\$85,731</b>	2025
<a href="#">Authentic Community Theatre Inc</a>	MD	\$339,283	President	\$33,950	<b>\$30,315</b>	2023
<a href="#">Blue Water Theatre Company</a>	MN	\$340,562	Managing Director	\$55,000	<b>\$50,417</b>	2024
<a href="#">Newport Opera House Association</a>	NH	\$340,825	Executive Director	\$53,500	<b>\$45,828</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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** 145 organizations. Compensation range \$1–\$100,178; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$324,315); for reference, expenses \$388,582 and assets \$115,670.

**ROLE MATCH** Karen Carreno, reported title "ASSOCIATE DIR.", 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	33 <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 (Karen Carreno) 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 145 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 33<sup>rd</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.