

# Pones Inc

Executive Director / CEO

EIN 770710862  
 KY · NTEE A65  
 FY ending 2024-08-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Kimberly Popa, Executive Director / CEO** (\$32,350) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

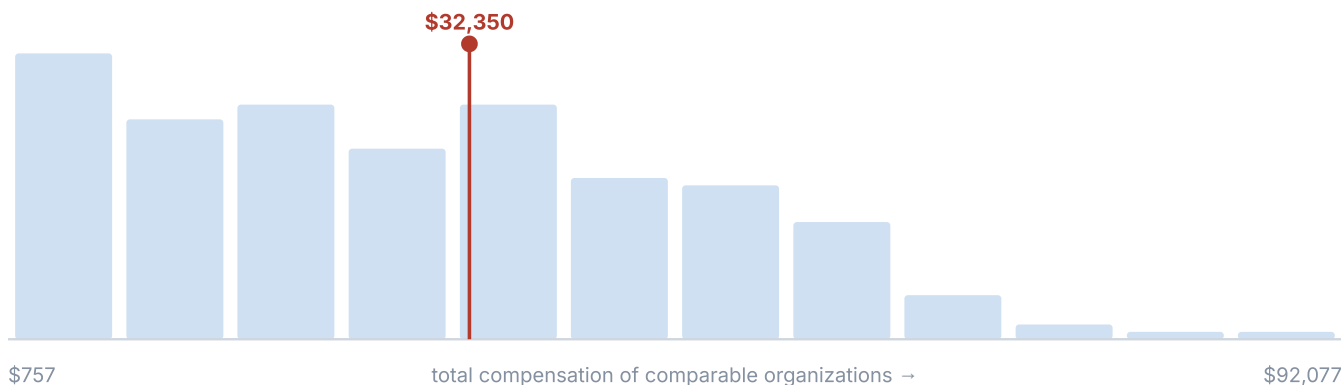
**Benchmarked executive:** Kimberly Popa — reported title “EXECUTIVE DIRECTOR & EX OFFICIO BOARD DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$143,205 and \$320,610 — 0.67x to 1.50x the subject's \$213,740 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**228** organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,225	\$12,240	\$26,591	\$42,782	\$55,544	<b>\$32,350</b>
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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 KY 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="#">The Best Production Company Inc</a>	CT	\$213,919	Managing Director	\$25,000	<b>\$22,462</b>	2023
<a href="#">Dogteam Theatre Project Inc</a>	VT	\$213,541	Co-president	\$2,520	<b>\$2,361</b>	2024
<a href="#">Ten Fifteen Productions</a>	OR	\$213,974	Executive Director	\$42,509	<b>\$36,744</b>	2024
<a href="#">Staten Island Shakespearean Theatre Co</a>	NY	\$213,428	Director	\$57,693	<b>\$48,524</b>	2024
<a href="#">Innervision Theatre Arts Center Inc</a>	NY	\$215,083	Director	\$9,360	<b>\$7,872</b>	2024
<a href="#">Piper Theatre Productions Inc</a>	NY	\$212,121	Artistic Director	\$10,000	<b>\$8,659</b>	2023
<a href="#">Staretthe Directors Company Inc</a>	NY	\$215,411	Executive Dir.	\$1,000	<b>\$866</b>	2023
<a href="#">Trademark Theater</a>	MN	\$215,463	Founder/artistic Director	\$23,493	<b>\$21,050</b>	2025
<a href="#">Upfront Theatre</a>	WA	\$211,640	Executive Director	\$5,038	<b>\$4,198</b>	2024
<a href="#">A Host Of People Inc</a>	MI	\$211,567	Secretary	\$18,936	<b>\$18,192</b>	2024
<a href="#">Teatro De La Luna</a>	DC	\$211,505	Producer	\$18,638	<b>\$15,223</b>	2024
<a href="#">Recreational Arts Inc</a>	NJ	\$211,220	President	\$16,938	<b>\$14,076</b>	2024
<a href="#">Southern Plain Productions</a>	OK	\$210,644	Artistic Dir.	\$33,612	<b>\$34,449</b>	2024
<a href="#">Oklahoma Shakespearean Festival</a>	OK	\$209,969	Coker	\$34,975	<b>\$35,846</b>	2024
<a href="#">Vivid Stage Inc</a>	NJ	\$217,741	Artistic Director	\$30,000	<b>\$24,289</b>	2025
<a href="#">Music Box Players</a>	PA	\$209,622	President	\$1,615	<b>\$1,499</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stageworx Co</a>	KS	\$218,008	President	\$18,884	<b>\$18,989</b>	2024
<a href="#">Mixed Magic Theatre &amp; Cultural Events</a>	RI	\$209,376	Director	\$20,500	<b>\$18,296</b>	2024
<a href="#">Story Theater Company</a>	IA	\$209,154	President	\$2,635	<b>\$2,685</b>	2024
<a href="#">Lunchtime Productions</a>	CA	\$209,049	Executive Dir.	\$42,834	<b>\$35,444</b>	2023
<a href="#">Asbury Park Theater Company</a>	NJ	\$208,816	Executive Director	\$24,324	<b>\$20,214</b>	2024
<a href="#">She Nyc Arts Inc</a>	NY	\$218,793	Artistic Executive Director	\$4,000	<b>\$3,464</b>	2023
<a href="#">Grand Theatre Of Oelwein Inc</a>	IA	\$219,679	Treasurer	\$25,760	<b>\$28,137</b>	2022
<a href="#">Restoration Stage Inc</a>	MD	\$207,234	Executive Dir	\$50,098	<b>\$44,883</b>	2023
<a href="#">Community Players Inc</a>	NE	\$220,307	Executive Di	\$47,000	<b>\$47,052</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 228 organizations. Compensation range \$757–\$92,077; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$213,740); for reference, expenses \$205,989 and assets \$136,978.

**ROLE MATCH** Kimberly Popa, reported title *"EXECUTIVE DIRECTOR & EX OFFICIO BOARD DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</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 (Kimberly Popa) 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 228 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,350 is reasonable (approximately the 57<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.