

This analysis benchmarks the total compensation of **Deepali Lindblom, Executive Director / CEO** (\$99,000) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

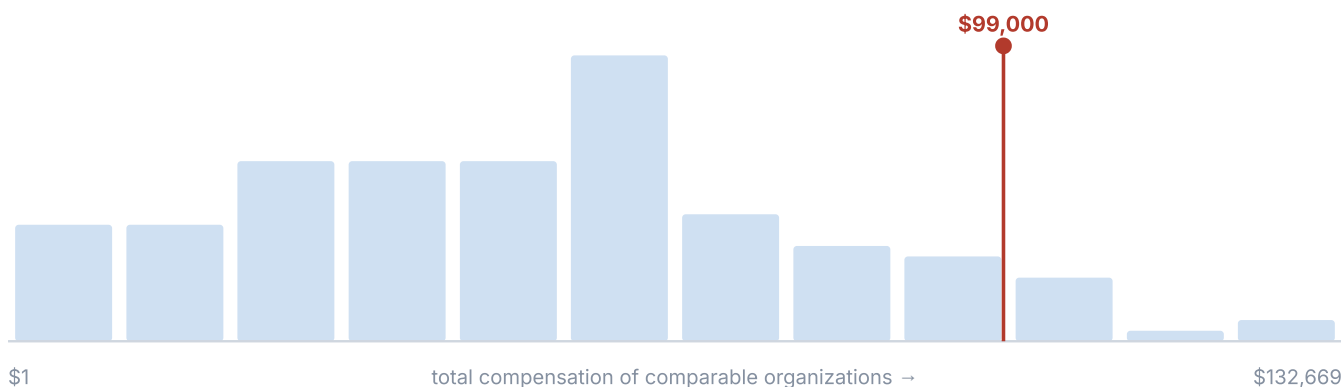
Benchmarked executive: Deepali Lindblom — reported title “Executive/Artistic Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$283,907 and \$635,614 — 0.67x to 1.50x the subject's \$423,743 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,927	\$30,636	\$52,708	\$68,160	\$93,028	\$99,000
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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 CO 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
Conundrum Theatre Company Inc	CA	\$424,860	Executive Direc	\$88,720	\$79,895	2024
Katia And Company Inc	CA	\$427,041	President	\$1,800	\$1,669	2023
Cherry Orchard Festival Foundation Corp	NY	\$418,930	Chairman	\$109,334	\$106,077	2023
Theater Reaching Young People & Schools	MO	\$417,834	Executive Artistic Director	\$45,000	\$49,706	2024
Portland Taiko	OR	\$430,188	Board Member	\$1,025	\$993	2024
Urban Music Theatre Inc	IN	\$430,269	Executive Director/vice Chairman	\$40,000	\$43,991	2024
Cincinnati Children's Choir	OH	\$431,289	Executive Director	\$44,425	\$47,806	2025
Mondo Bizarro Productions	LA	\$414,694	Executive Director	\$7,000	\$8,276	2023
Music Export Memphis	TN	\$412,991	Executive Director.	\$90,857	\$99,599	2024
Luminary Arts Corporation	CA	\$410,560	President	\$60,331	\$54,330	2024
Child Hope International	CA	\$410,405	Executive Director	\$94,738	\$85,315	2024
Marquee Youth Stage	IL	\$439,452	Executive Dir.	\$61,154	\$62,700	2024
Linton Incorporated	OH	\$407,275	Executive Director	\$65,291	\$74,250	2023
Gilmer Arts & Heritage Association	GA	\$406,349	Excutive Director	\$48,000	\$50,333	2024
Riverside Arts Center Foundation Inc	MI	\$405,796	Executive Dir.	\$88,580	\$95,350	2024
Hot House West	UT	\$402,831	Executive Di	\$22,936	\$24,481	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beaches Fine Arts Series Inc	FL	\$401,211	Executive Di	\$81,764	\$78,040	2025
Basque Foundation Inc	ID	\$448,587	Secretary/tr	\$13,071	\$14,929	2023
Golden Gate Symphony Orchestra	CA	\$396,157	Music Direcotr	\$35,730	\$31,347	2025
New York Mills Arts Retreat	MN	\$395,859	Exec Directo	\$46,833	\$49,686	2023
Celebration Arts	CA	\$392,684	Executive Director	\$32,083	\$28,892	2024
Steel River Playhouse Inc	PA	\$392,567	Artistic Dir	\$25,000	\$26,768	2023
No Surf House	OH	\$389,127	President	\$22,000	\$24,301	2024
The Gilbert Theater Inc	NC	\$388,639	Artistic Director	\$24,000	\$25,862	2024
Del Sol Performing Arts	CA	\$386,620	Assistant Se	\$42,815	\$39,695	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	138 organizations. Compensation range \$1–\$132,669; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$423,743); for reference, expenses \$347,262 and assets \$433,285.
ROLE MATCH	Deepali Lindblom, reported title <i>"Executive/Artistic Director"</i> , 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 2 peers 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	92 nd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	92 nd
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 (Deepali Lindblom) 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 138 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,000 is reasonable (approximately the 92nd 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.