

Portland Drama Club

Executive Director / CEO

EIN 820604573

OR · NTEE A65

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Caroline Schwiebert, Executive Director / CEO** (\$59,072) against **every comparable organization** that fit the selection criteria — **319** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

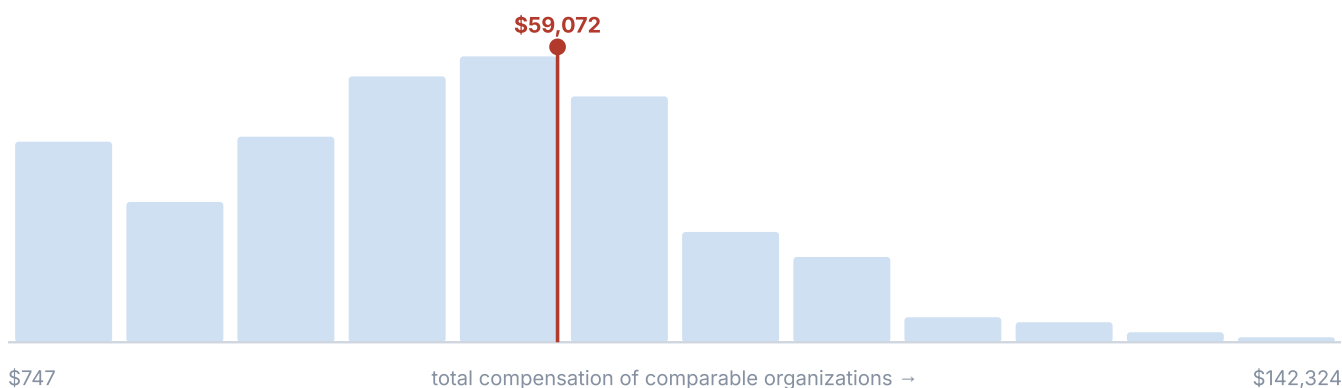
Benchmarked executive: Caroline Schwiebert — reported title “EXECUTIVE DIRECTOR & BOARD CHAIR”, selected as the organization’s **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$256,453 and \$574,149 — 0.67x to 1.50x the subject's \$382,766 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

319 organizations qualified on sector, size, and geography → **319** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,946	\$27,469	\$47,488	\$64,580	\$80,541	\$59,072
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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 OR 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
Victory Gardens Theater	IL	\$380,792	Managing Director	\$59,111	\$64,426	2023
Beaver Dam Area Community Theatre Inc	WI	\$380,164	Managing Director	\$60,000	\$69,469	2023
The Justice Theater Project	NC	\$380,151	Executive Producer	\$35,700	\$39,721	2024
The Theatre Within Inc	NY	\$379,723	President	\$34,400	\$34,461	2023
Literature To Life Inc	NY	\$385,828	Exe Dir	\$32,200	\$30,525	2025
Millbrook Playhouse Inc	PA	\$386,051	Managing Director	\$32,810	\$35,233	2024
Cyrano's Theatre Company	AK	\$387,508	Producing Artistic Director	\$48,000	\$49,416	2024
Sonoma Arts Live	CA	\$387,782	President	\$3,325	\$3,092	2024
Project Danztheatre Company	IL	\$377,104	Executive Dir.	\$66,707	\$68,799	2025
Island Star Performances Inc	TX	\$376,544	Vice President	\$50,441	\$54,333	2024
Theatrezone Inc	MA	\$389,362	Treas/clerk	\$88,451	\$85,590	2024
Assitejusa DbA Theatre For Young Audiences Usainc	NY	\$375,692	Executive Director	\$96,992	\$97,166	2023
Bell Tower Productions	IA	\$375,624	President/executive Direct	\$32,192	\$39,077	2023
Golden Thread Productions	CA	\$374,921	Exec Artist Dir	\$72,000	\$66,948	2024
Freehold Theatre Lab Studio	WA	\$374,871	Artistic And Founding Partner	\$32,800	\$31,622	2024
American Friends Of Chicken Shed Inc	NY	\$374,584	Ceo & President	\$55,328	\$55,427	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chicago Tap Theatre Nfp	IL	\$391,090	Artistic Director	\$37,000	\$39,170	2024
Yorba Linda Spotlight Theater Company	CA	\$391,469	Studio Manager	\$69,564	\$64,683	2024
Saratoga Sponsor-a-scholar	NY	\$391,840	Executive Director	\$35,000	\$35,063	2023
The Tennessee Williams Theatre Company	LA	\$373,292	Co Artistic Director	\$24,976	\$29,615	2024
Childrens Theatre Of Elgin & Fox Valley Theatre Company	IL	\$392,287	Director Of Opertions	\$53,815	\$56,971	2024
Ahwatukee Children's Theatre Inc	AZ	\$392,334	Executive Director	\$68,645	\$73,190	2023
Ensemble Studio Theatre The La Project	CA	\$372,384	Artistic Director	\$14,500	\$13,881	2023
Vanguard Theater Company	NJ	\$393,281	Artistic Director	\$12,500	\$12,373	2023
Ridgway Chautauqua	CO	\$372,005	Executive Director	\$133,883	\$142,324	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 319 organizations. Compensation range \$747–\$142,324; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$382,766); for reference, expenses \$410,682 and assets \$219,836.

ROLE MATCH	Caroline Schwiebert, reported title <i>"EXECUTIVE DIRECTOR & BOARD CHAIR"</i> , 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	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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	68 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 (Caroline Schwiebert) 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 319 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,072 is reasonable (approximately the 68th 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.