

Ffx Ministries Inc

Executive Director / CEO

EIN 823804573

VA · NTEE A65

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Ritter, Executive Director / CEO** (\$20,905) against **every comparable organization** that fit the selection criteria — **240** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

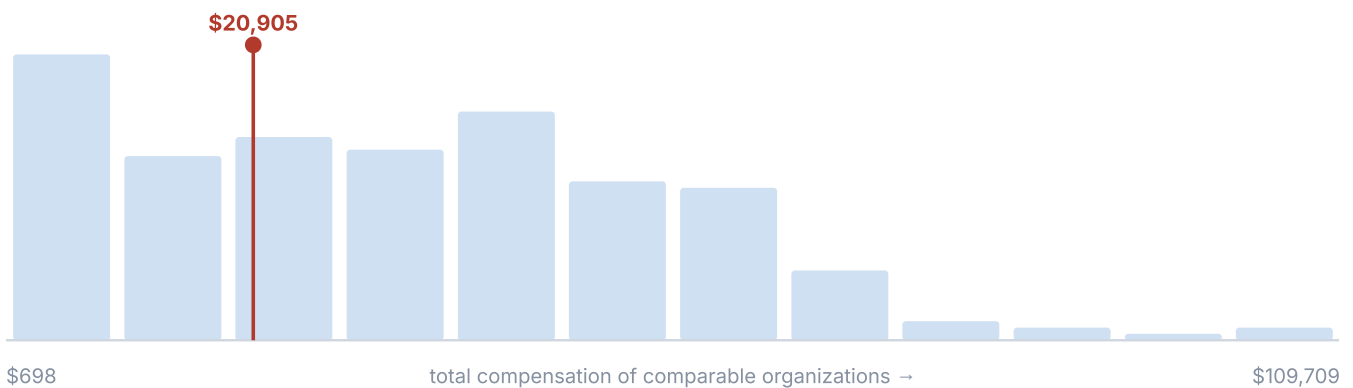
Benchmarked executive: Kathleen Ritter — reported title “Production Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$150,354 and \$336,615 — 0.67x to 1.50x the subject's \$224,410 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

240 organizations qualified on sector, size, and geography → **240** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,574	\$14,076	\$31,293	\$47,870	\$61,468	\$20,905
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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 VA 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
Colorado New Play Festival	CO	\$224,108	Executive Dir.	\$43,000	\$41,478	2024
Full Circle Theater Company	MN	\$223,986	Managing Director	\$40,700	\$39,413	2025
Studio Theatre Inc	AR	\$223,946	Executive Director	\$31,719	\$35,867	2024
Longmont Theatre Company Inc	CO	\$225,189	Director	\$5,103	\$5,068	2023
Shakespeare In Detroit	MI	\$226,090	Officer	\$35,000	\$37,415	2023
Latinx Playwrights Circle Inc	NY	\$222,247	President	\$4,355	\$3,857	2025
Lobster Theater Project	CA	\$221,947	Executive Dir.	\$60,708	\$52,734	2024
Shelby County Community Theatre Inc	KY	\$227,114	Executive Di	\$15,000	\$15,794	2025
The Stage Oconee Inc	GA	\$221,389	Executive Director	\$9,975	\$10,388	2023
Shake On The Lake Inc	NY	\$227,871	Director	\$20,200	\$18,362	2024
Northern California Dance Collective	CA	\$220,351	Treasurer	\$1,550	\$1,347	2024
Community Players Inc	NE	\$220,307	Executive Di	\$47,000	\$50,854	2024
Grand Theatre Of Oelwein Inc	IA	\$219,679	Treasurer	\$25,760	\$30,410	2022
Expats Theatre	DC	\$229,766	Artistic Director	\$54,000	\$47,670	2024
She Nyc Arts Inc	NY	\$218,793	Artistic Executive Director	\$4,000	\$3,743	2023
The American Friends Of The Almeida	NY	\$230,773	Secretary	\$5,170	\$4,578	2025
Stageworx Co	KS	\$218,008	President	\$18,884	\$20,523	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Storytelling Arts Of Indiana Inc	IN	\$230,989	Executive Dir	\$12,500	\$13,260	2024
Vivid Stage Inc	NJ	\$217,741	Artistic Director	\$30,000	\$26,250	2025
Vail Performing Arts Academy	CO	\$231,704	Director	\$72,009	\$71,512	2023
South Park Theatre Inc	PA	\$231,848	Executive Director	\$36,000	\$36,115	2024
Towle Performing Arts Company	IN	\$232,013	Executive Director	\$56,467	\$59,903	2024
A Company Of Girls	ME	\$232,912	Executive Director	\$51,755	\$52,134	2024
Trademark Theater	MN	\$215,463	Founder/artistic Director	\$23,493	\$22,751	2025
Staretthe Directors Company Inc	NY	\$215,411	Executive Dir.	\$1,000	\$936	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2023 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 VA 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	240 organizations. Compensation range \$698–\$109,709; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$224,410); for reference, expenses \$225,471 and assets \$12,068.
ROLE MATCH	Kathleen Ritter, reported title <i>"Production Manager"</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 3 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	36 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 Ritter) 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 240 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,905 is reasonable (approximately the 36th 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.