

Ra-ve Cultural Foundation Inc

Executive Director / CEO

EIN 825302001

AR · NTEE A60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Srividya Venkatasubramanya, Executive Director / CEO** (\$31,416) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

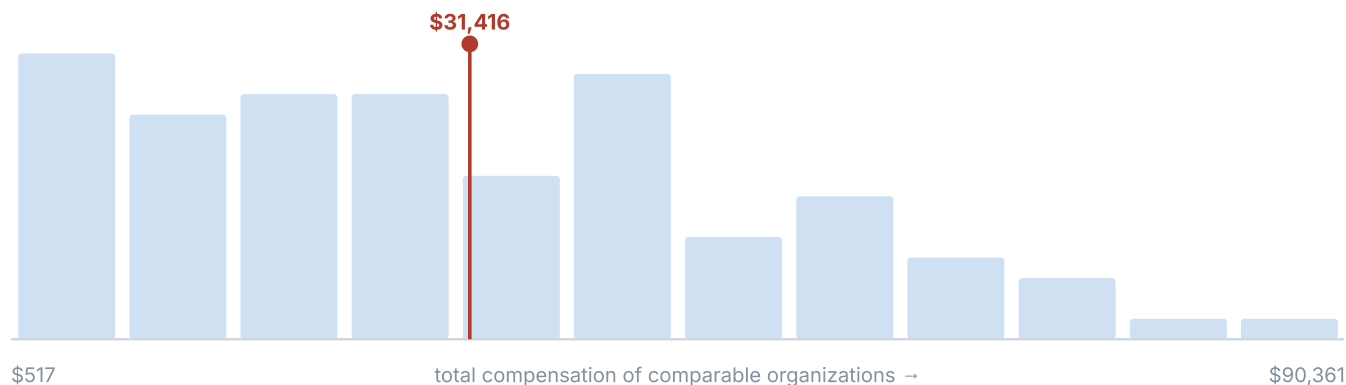
Benchmarked executive: Srividya Venkatasubramanya — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$130,740 and \$292,702 — 0.67x to 1.50x the subject's \$195,135 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,904	\$13,602	\$29,141	\$43,645	\$59,485	\$31,416
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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 AR 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
Creative Arts Repertoire Ensemble	MI	\$195,311	Director	\$7,500	\$6,690	2024
Bay Area Omni Foundation For	CA	\$192,946	President	\$35,200	\$27,041	2023
Brooklynone Productions Inc	NY	\$192,847	Officer	\$27,470	\$21,450	2024
Gabriel Chamber Ensemble	PA	\$191,691	Exec Director	\$11,644	\$10,034	2024
Arete Living Arts Foundation	NY	\$191,016	Executive Director	\$3,854	\$3,098	2023
Instaballet	OR	\$188,635	Executive Di	\$63,580	\$49,706	2025
Dance Canvas Inc	GA	\$202,673	Executive Artistic Director	\$104,000	\$90,361	2024
51 Walden Inc	MA	\$187,311	Secretary And Director	\$38,521	\$29,141	2025
Allens Community Theatre	TX	\$205,139	At Large	\$1,275	\$1,135	2023
Starring Buffalo Inc	NY	\$206,183	Executive Director	\$15,000	\$11,411	2025
State Theatre Preservation Society	PA	\$207,334	President	\$3,116	\$2,764	2023
Maryland Center For The Visual And Performing Arts Inc	MD	\$207,895	Executive Director	\$22,000	\$17,315	2025
Theater At The Center Inc	IN	\$208,112	Administrator	\$44,677	\$41,915	2023
Our Fabulous Variety Show Inc	NY	\$208,492	Executive Di	\$33,648	\$25,596	2025
I Sound Performing Arts	CA	\$181,555	Executive Dir	\$3,500	\$2,612	2024
Theatre Art For Kids	NE	\$208,967	President	\$23,333	\$21,686	2024
Ovation Theatre	CA	\$209,509	Executive Director	\$53,750	\$40,107	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Experiments In Opera	NY	\$211,152	Executive Director	\$12,000	\$9,128	2025
Off Broadway Theatre Inc	UT	\$178,792	Artistic Dir	\$43,440	\$38,419	2024
Freed Performing Arts Inc	FL	\$211,849	President	\$36,000	\$30,087	2023
Phffft Company Inc	WA	\$178,138	President	\$46,374	\$35,878	2024
Disco Riot	CA	\$177,873	President	\$18,000	\$13,085	2025
Songbird Multimedia And Performing Arts Foundation	AR	\$176,810	President	\$17,925	\$17,925	2023
Blackstone River Theatre	RI	\$213,507	Executive Director	\$72,538	\$61,879	2023
Soli Chamber Ensemble	TX	\$176,756	Managing Director	\$39,301	\$33,095	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	91 organizations. Compensation range \$517–\$90,361; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$195,135); for reference, expenses \$279,345 and assets \$66,147. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Srividya Venkatasubramanya, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	55 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	55 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 (Srividya Venkatasubramanya) 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 91 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,416 is reasonable (approximately the 55th 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.