

# Barrier-free Inc

Executive Director / CEO

EIN 842964880

MD · NTEE A65

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lauren Burr, Executive Director / CEO** (\$55,730) against **every comparable organization** that fit the selection criteria — **285** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

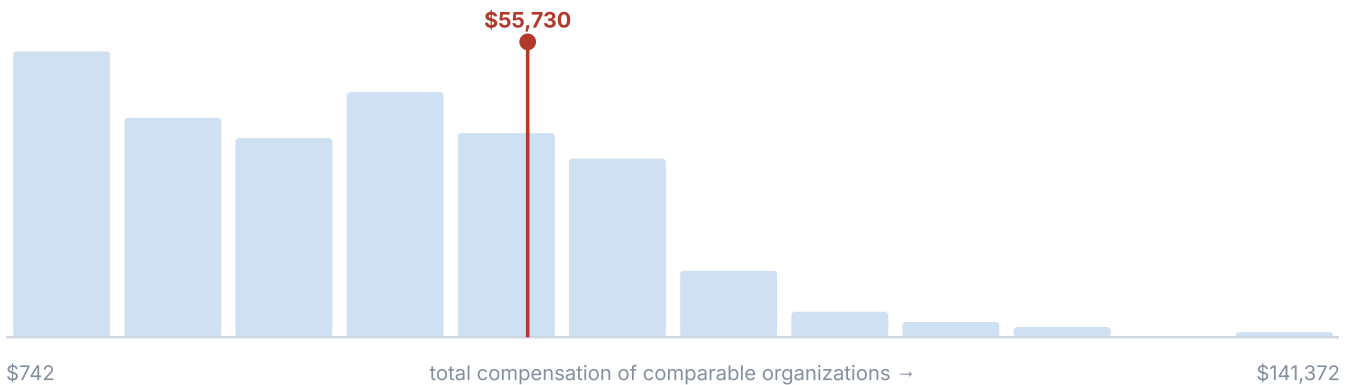
**Benchmarked executive:** Lauren Burr — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$177,677 and \$397,786 — 0.67x to 1.50x the subject's \$265,191 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**285** organizations qualified on sector, size, and geography → **285** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,576	\$16,793	\$37,595	\$56,071	\$68,806	\$55,730
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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 MD 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="#">Laboratory Theater Of Florida Inc</a>	FL	\$264,743	President	\$17,472	<b>\$18,816</b>	2022
<a href="#">Interact Story Theatre Education</a>	MD	\$264,476	Executive/artis	\$41,908	<b>\$41,908</b>	2024
<a href="#">The Williams Project</a>	WA	\$265,923	President	\$41,350	<b>\$40,768</b>	2023
<a href="#">Music Theatre West</a>	UT	\$266,101	Managing Director	\$9,000	<b>\$9,599</b>	2025
<a href="#">Spokane Childrens Theatre Inc</a>	WA	\$263,896	Director	\$68,449	<b>\$63,860</b>	2025
<a href="#">Downriver Youth Performing Arts Center</a>	MI	\$266,493	Director/programming	\$11,649	<b>\$12,861</b>	2024
<a href="#">Franklin Stock Company</a>	NY	\$266,791	Ex-officio/ad	\$50,000	<b>\$49,755</b>	2023
<a href="#">Green Bay Community Theater Inc</a>	WI	\$266,954	President	\$800	<b>\$870</b>	2025
<a href="#">Pandora Productions Inc</a>	KY	\$262,918	Artistic Direct	\$23,208	<b>\$25,983</b>	2025
<a href="#">Chinese Theatre Works Inc</a>	NY	\$262,698	Exec Director	\$32,650	<b>\$31,558</b>	2024
<a href="#">Friends Of The Penn Inc</a>	MI	\$267,965	Executive Director	\$33,075	<b>\$37,595</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Noor Theatre Inc</a>	NY	\$262,003	Treasurer/secretary/executive Director	\$12,500	<b>\$12,082</b>	2024
<a href="#">4 Community Theatre</a>	MN	\$268,606	Executive Artistic Director	\$14,200	<b>\$15,008</b>	2024
<a href="#">Outcry Theatre Inc</a>	TX	\$268,753	Artistic Dir	\$37,440	<b>\$40,059</b>	2024
<a href="#">Mohawk Valley Center For The Arts Inc</a>	NY	\$269,570	Executive Director	\$48,567	<b>\$45,732</b>	2025
<a href="#">The Roots And Wings Project</a>	CA	\$270,111	President	\$20,000	<b>\$18,472</b>	2024
<a href="#">Elkhart Civic Theatre Inc</a>	IN	\$260,244	Executive Di	\$49,621	<b>\$54,529</b>	2025
<a href="#">Latinus Theater Experience Company</a>	OH	\$259,988	Executive Artistic Director/ Actress/producer	\$42,000	<b>\$47,582</b>	2024
<a href="#">Pushpush Arts Company</a>	GA	\$259,645	Co Director	\$5,849	<b>\$6,291</b>	2024
<a href="#">Stevie Rays Theatre Company</a>	MN	\$272,086	Executive Director	\$72,080	<b>\$76,182</b>	2024
<a href="#">Stageworks On The Hudson Inc</a>	NY	\$272,369	Exec. Artist	\$32,417	<b>\$32,258</b>	2023
<a href="#">Kitchen Dog Theater</a>	TX	\$272,394	Managing Director	\$47,500	<b>\$52,324</b>	2023
<a href="#">River West Theatre Inc</a>	IN	\$273,633	Producing Di	\$27,692	<b>\$31,236</b>	2024
<a href="#">National Queer Theater</a>	NY	\$273,780	Director	\$39,748	<b>\$39,553</b>	2023
<a href="#">Lower Bottom Playaz Inc</a>	CA	\$273,901	Executive Director	\$111,275	<b>\$105,812</b>	2023

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

### ● Sample, role match & sensitivity

PEER COUNT	285 organizations. Compensation range \$742–\$141,372; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$265,191); for reference, expenses \$278,764 and assets \$44,569.
ROLE MATCH	Lauren Burr, reported title " <i>Executive 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	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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Lauren Burr) 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 10, 2026, comparing compensation against 285 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,730 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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 10, 2026.