

Ballet Repertory Theatre Of New Mexico

Executive Director / CEO

EIN 850378385
 NM · NTEE A63Z
 FY ending 2024-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Katherine Giese, Executive Director / CEO** (\$53,333) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

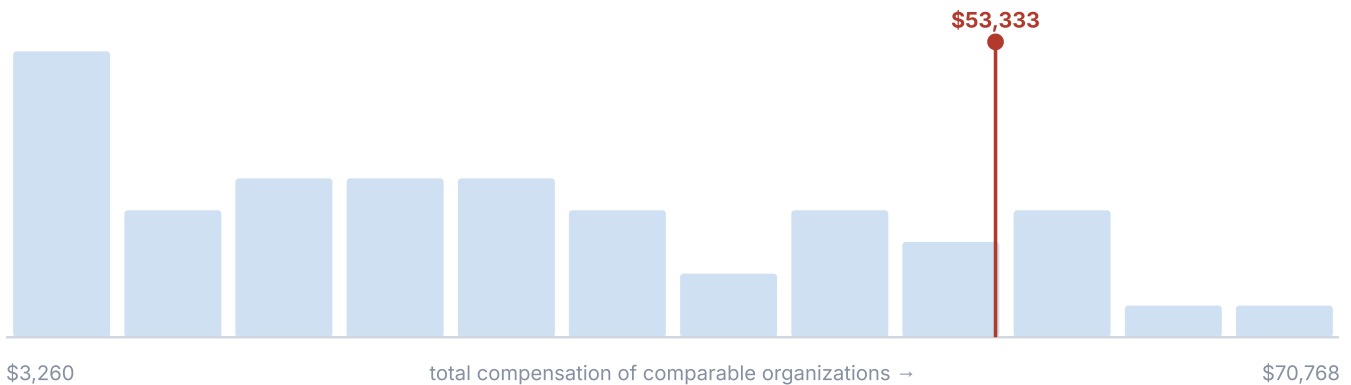
Benchmarked executive: Katherine Giese — reported title “Executive & Artist Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A63Z).
- BUDGET** Total revenue between \$193,085 and \$432,282 — 0.67x to 1.50x the subject's \$288,188 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$5,097 | \$13,551 | \$26,137 | \$43,409 | \$54,764 | \$53,333 |
|---------|----------|----------|----------|----------|----------|



● 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 NM 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 |
|---|-------|-----------|----------------------------|-----------------|-----------------|------|
| Ballet Theatre Of Carmel Academy Ltd | IN | \$291,185 | Associate Artistic Directo | \$5,004 | \$4,906 | 2024 |
| Cary Ballet Company | NC | \$294,785 | Artistic Director | \$16,000 | \$15,371 | 2024 |
| Royal Expressions Contemporary Ballet | NC | \$297,417 | Founding Director | \$20,701 | \$19,887 | 2024 |
| Metropolitan Ballet Theatre Inc | GA | \$275,350 | Artistic Director | \$35,184 | \$32,044 | 2025 |
| Academy Of Ballet Arts Inc | FL | \$303,715 | President | \$29,925 | \$26,137 | 2024 |
| Macomb Ballet Company | MI | \$271,104 | Artistic Dir | \$28,700 | \$27,542 | 2024 |
| On Stage Theatrical Productions Inc | MA | \$306,386 | Director | \$7,205 | \$5,864 | 2025 |
| Santa Clarita Ballet Company Inc | CA | \$267,794 | Artistic Director | \$51,500 | \$41,346 | 2024 |
| Fadeyev Ballet Inc | NY | \$265,067 | President | \$57,000 | \$46,654 | 2025 |
| Safe Haven Ballet | NH | \$264,008 | Executive Director | \$19,500 | \$17,235 | 2023 |
| Miami Valley Ballet Theatre Inc | OH | \$315,444 | Ceo | \$59,617 | \$57,194 | 2025 |
| Northeast Atlanta | GA | \$317,332 | Artistic Director | \$75,700 | \$70,768 | 2024 |
| Ballet Theatre Of Lexington Inc | KY | \$258,849 | Director/employee | \$41,625 | \$40,507 | 2025 |
| International Rythmic Gymnastics-ext Mail | WA | \$256,402 | President | \$14,256 | \$11,867 | 2024 |
| Akhmedova Ballet Foundation Inc | MD | \$322,174 | President | \$62,008 | \$53,899 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------------------|-----------------|-----------------|------|
| Kansas School Of Classical Ballet Inc | KS | \$252,283 | Executive Director | \$24,000 | \$23,485 | 2025 |
| Ballet Etudes Of South Florida Inc | FL | \$329,657 | Director | \$15,413 | \$13,462 | 2024 |
| Ventura County Ballet Company | CA | \$239,678 | Executive Dir. | \$4,167 | \$3,260 | 2025 |
| Rejoice Ministries Inc | TN | \$345,312 | Executive Director | \$65,160 | \$63,681 | 2024 |
| Tulsa Ballet Theatre Trust Fund | FL | \$347,279 | Trustee | \$55,578 | \$48,543 | 2024 |
| Ozark Ballet Theater | AR | \$228,282 | Executive Director | \$32,973 | \$34,460 | 2024 |
| Ekklesia Contemporary Ballet Inc | CT | \$225,596 | Artistic Director | \$37,754 | \$32,912 | 2024 |
| Ballet And Beyond Nyc Inc | NY | \$222,801 | Director, President, Treasurer | \$6,600 | \$5,402 | 2025 |
| Champaign-urbana Ballet | IL | \$354,969 | Executive Director | \$56,616 | \$50,417 | 2025 |
| United Ballet Theatre Inc | FL | \$220,444 | Director And Founder | \$5,700 | \$5,125 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 47 organizations. Compensation range \$3,260–\$70,768; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$288,188); for reference, expenses \$236,915 and assets \$722,562.

ROLE MATCH Katherine Giese, reported title "*Executive & Artist Director*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 87 th |
| Total compensation (D + F), as reported (no adjustments) | 79 th |
| Reportable pay only (column D), adjusted | 87 th |
| All sources (D + E + F), adjusted | 87 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 (Katherine Giese) 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 47 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,333 is reasonable (approximately the 87th 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.