

# 4 Community Theatre

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Katy Sherman, Executive Director / CEO** (\$14,200) against **every comparable organization** that fit the selection criteria — **288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

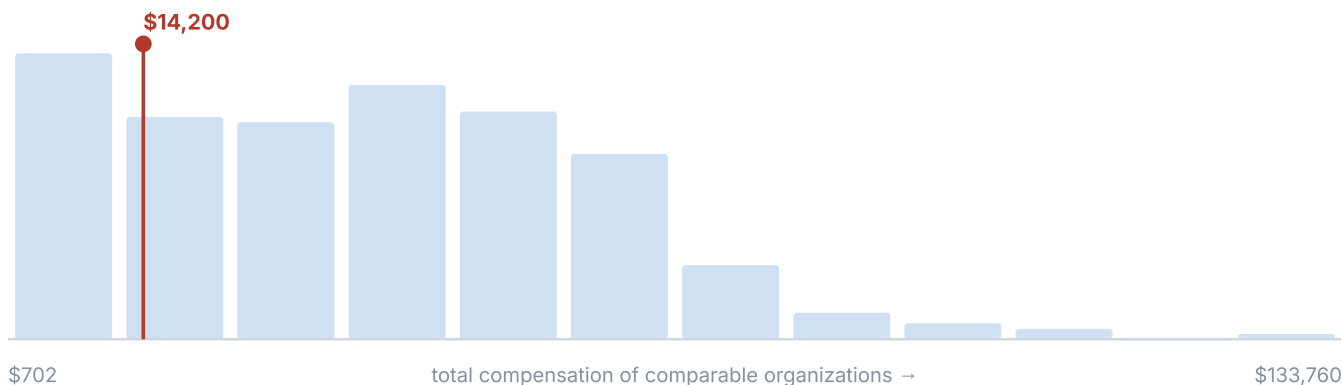
**Benchmarked executive:** Katy Sherman — reported title "Executive Artistic Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$179,966 and \$402,909 — 0.67x to 1.50x the subject's \$268,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**288** organizations qualified on sector, size, and geography → **288** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,812	\$17,498	\$35,955	\$53,175	\$65,365	<b>\$14,200</b>
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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 MN 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="#">Outcry Theatre Inc</a>	TX	\$268,753	Artistic Dir	\$37,440	<b>\$37,902</b>	2024
<a href="#">Friends Of The Penn Inc</a>	MI	\$267,965	Executive Director	\$33,075	<b>\$35,570</b>	2023
<a href="#">Mohawk Valley Center For The Arts Inc</a>	NY	\$269,570	Executive Director	\$48,567	<b>\$43,269</b>	2025
<a href="#">The Roots And Wings Project</a>	CA	\$270,111	President	\$20,000	<b>\$17,478</b>	2024
<a href="#">Green Bay Community Theater Inc</a>	WI	\$266,954	President	\$800	<b>\$823</b>	2025
<a href="#">Franklin Stock Company</a>	NY	\$266,791	Ex-officio/ad	\$50,000	<b>\$47,076</b>	2023
<a href="#">Downriver Youth Performing Arts Center</a>	MI	\$266,493	Director/programming	\$11,649	<b>\$12,168</b>	2024
<a href="#">Music Theatre West</a>	UT	\$266,101	Managing Director	\$9,000	<b>\$9,082</b>	2025
<a href="#">The Williams Project</a>	WA	\$265,923	President	\$41,350	<b>\$38,573</b>	2023
<a href="#">Barrier-free Inc</a>	MD	\$265,191	Executive Director	\$55,730	<b>\$52,729</b>	2024
<a href="#">Stevie Rays Theatre Company</a>	MN	\$272,086	Executive Director	\$72,080	<b>\$72,080</b>	2024
<a href="#">Stageworks On The Hudson Inc</a>	NY	\$272,369	Exec. Artist	\$32,417	<b>\$30,521</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kitchen Dog Theater</a>	TX	\$272,394	Managing Director	\$47,500	<b>\$49,507</b>	2023
<a href="#">Laboratory Theater Of Florida Inc</a>	FL	\$264,743	President	\$17,472	<b>\$17,803</b>	2022
<a href="#">Interact Story Theatre Education</a>	MD	\$264,476	Executive/artis	\$41,908	<b>\$39,651</b>	2024
<a href="#">Spokane Childrens Theatre Inc</a>	WA	\$263,896	Director	\$68,449	<b>\$60,422</b>	2025
<a href="#">River West Theatre Inc</a>	IN	\$273,633	Producing Di	\$27,692	<b>\$29,554</b>	2024
<a href="#">National Queer Theater</a>	NY	\$273,780	Director	\$39,748	<b>\$37,423</b>	2023
<a href="#">Lower Bottom Playaz Inc</a>	CA	\$273,901	Executive Director	\$111,275	<b>\$100,115</b>	2023
<a href="#">Elizabeth Youth Theater Ensemble</a>	NJ	\$274,068	President	\$50,700	<b>\$44,631</b>	2025
<a href="#">The Movement Theatre Company Inc</a>	NY	\$274,101	President	\$67,980	<b>\$62,168</b>	2024
<a href="#">Pandora Productions Inc</a>	KY	\$262,918	Artistic Direct	\$23,208	<b>\$24,584</b>	2025
<a href="#">Chinese Theatre Works Inc</a>	NY	\$262,698	Exec Director	\$32,650	<b>\$29,858</b>	2024
<a href="#">The Whitney Players Inc</a>	CT	\$275,173	Vice-president	\$16,200	<b>\$14,975</b>	2025
<a href="#">Noor Theatre Inc</a>	NY	\$262,003	Treasurer/secretary/executive Director	\$12,500	<b>\$11,431</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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

MN 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	288 organizations. Compensation range \$702–\$133,760; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$268,606); for reference, expenses \$247,171 and assets \$35,557.
ROLE MATCH	Katy Sherman, reported title " <i>Executive Artistic Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Katy Sherman) 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 288 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,200 is reasonable (approximately the 22<sup>nd</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](https://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.