

Ozark Ballet Theater

Executive Director / CEO

EIN 861997419

AR · NTEE A63

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **David Sanders, Executive Director / CEO** (\$32,973) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: David Sanders — 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 (A63).

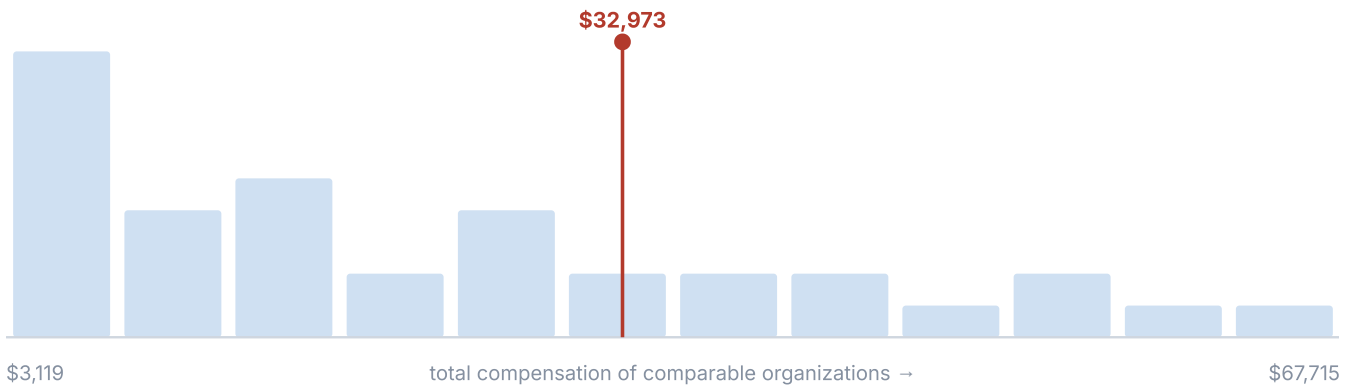
BUDGET Total revenue between \$152,948 and \$342,423 — 0.67x to 1.50x the subject's \$228,282 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,751	\$7,255	\$19,029	\$35,126	\$51,357	\$32,973
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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
Ekklesia Contemporary Ballet Inc	CT	\$225,596	Artistic Director	\$37,754	\$31,492	2024
Ballet And Beyond Nyc Inc	NY	\$222,801	Director, President, Treasurer	\$6,600	\$5,169	2025
United Ballet Theatre Inc	FL	\$220,444	Director And Founder	\$5,700	\$4,904	2023
Ballet Theatre San Luis Obispo	CA	\$219,597	President & Treasurer	\$6,295	\$4,836	2024
Palmetto City Ballet	SC	\$217,788	Artistic Director And Ceo	\$5,950	\$5,380	2025
Ventura County Ballet Company	CA	\$239,678	Executive Dir.	\$4,167	\$3,119	2025
Paradosi Christian Ballet	WA	\$214,799	Executive Director, President, And Registered Agent	\$31,800	\$26,077	2023
Port Angeles City Ballet	WA	\$210,924	Vice President	\$4,450	\$3,544	2024
Lakecities Ballet Theatre	TX	\$210,773	Artistic Director	\$10,000	\$8,899	2024
Petipa Heritage Foundation	CA	\$210,369	Executive Dir.	\$18,873	\$14,926	2023
Rise Up School Of Dance	UT	\$207,910	President	\$47,240	\$44,283	2023
Kansas School Of Classical Ballet Inc	KS	\$252,283	Executive Director	\$24,000	\$22,472	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Children's Ballet Inc	IN	\$203,411	Artistic Director	\$24,865	\$23,328	2024
International Rythmic Gymnastics-ext Mail	WA	\$256,402	President	\$14,256	\$11,355	2024
Vacaville Ballet Theatre Dance Company	CA	\$199,738	President	\$4,900	\$3,764	2024
Ballet Theatre Of Lexington Inc	KY	\$258,849	Director/employee	\$41,625	\$38,760	2025
Safe Haven Ballet	NH	\$264,008	Executive Director	\$19,500	\$16,492	2023
Fadeyev Ballet Inc	NY	\$265,067	President	\$57,000	\$44,642	2025
Santa Clarita Ballet Company Inc	CA	\$267,794	Artistic Director	\$51,500	\$39,563	2024
Macomb Ballet Company	MI	\$271,104	Artistic Dir	\$28,700	\$26,354	2024
Metropolitan Ballet Theatre Inc	GA	\$275,350	Artistic Director	\$35,184	\$30,661	2025
Beaumont Civic Ballet	TX	\$180,923	Executive Dir.	\$30,981	\$27,571	2024
Festival Ballet Albuquerque	NM	\$178,872	Director/cho	\$19,850	\$18,994	2024
Indiana Ballet Theatre Nw Inc	IN	\$173,520	Founding Artistic Director	\$14,100	\$12,888	2025
Ballet Repertory Theatre Of New Mexico	NM	\$288,188	Executive & Artist Director	\$53,333	\$51,032	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 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	35 organizations. Compensation range \$3,119–\$67,715; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$228,282); for reference, expenses \$233,369 and assets \$1,462.
ROLE MATCH	David Sanders, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	74 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	74 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 (David Sanders) 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 35 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,973 is reasonable (approximately the 74th 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.