

Encore Performing Arts

Executive Director / CEO

EIN 862806815
 UT · NTEE A60
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Adam Record, Executive Director / CEO** (\$7,650) against **every comparable organization** that fit the selection criteria — **148** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

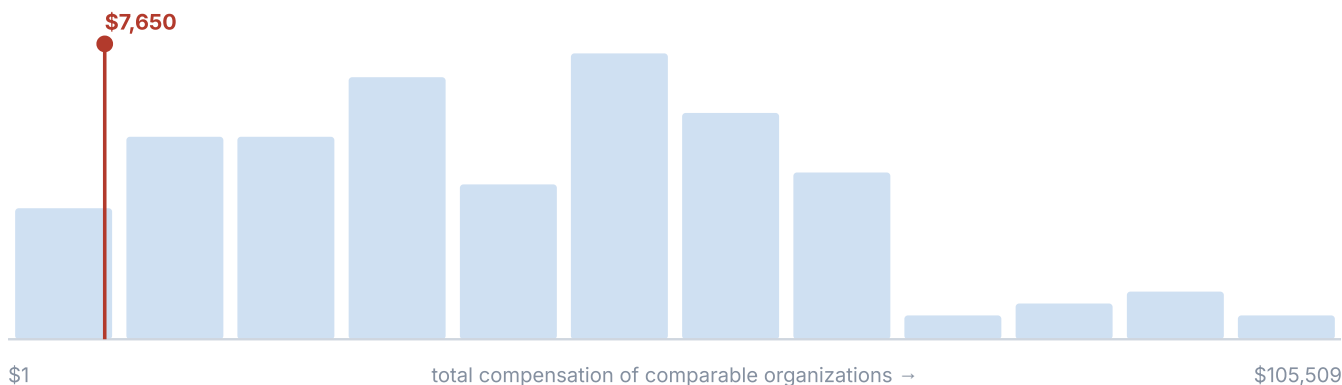
Benchmarked executive: Adam Record — reported title “EXECUTIVE TEAM”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$177,001 and \$396,271 — 0.67x to 1.50x the subject's \$264,181 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

148 organizations qualified on sector, size, and geography → **148** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,038	\$24,161	\$39,492	\$56,417	\$67,701	\$7,650
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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 UT 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
Columbus Music And Art Academy	OH	\$265,672	Exec Directo	\$79,500	\$82,271	2024
Innovation Arts Academy Inc	KY	\$262,338	Executive Director	\$18,000	\$18,895	2024
Theatre Nova	MI	\$266,152	President	\$39,658	\$41,176	2023
Mountain Air Modern Dance	MT	\$262,198	President And Executive Director	\$53,422	\$56,265	2024
Kulu Mele African Dance And Drum Ensemble	PA	\$266,473	Executive Director	\$58,505	\$57,005	2024
Spotlight Performing Arts Center	UT	\$266,526	President	\$60,000	\$61,772	2023
Indigenousways Incorporated	NM	\$260,757	Executive Director	\$66,000	\$69,358	2024
Zionsville Showchoirs Inc	IN	\$268,136	Co-exec. Director	\$9,000	\$9,273	2024
Summertrios Inc	NJ	\$268,459	Director Eme	\$2,800	\$2,443	2024
South Side Suzuki Cooperative	IL	\$269,849	President &	\$67,648	\$66,900	2023
Deane Center For The Performing Arts Inc	PA	\$256,723	Executive Director	\$60,000	\$60,188	2023
Cabot Community Association Inc	VT	\$256,308	Executive Director	\$11,990	\$11,791	2024
The Beat Berkeley Performing Arts Inc	CA	\$256,115	Executive Dir.	\$28,789	\$25,006	2023
Road Show Inc	IL	\$272,738	Executive Director	\$42,220	\$40,555	2024
Caldwell Fine Arts Series Inc	ID	\$272,847	Director	\$47,429	\$48,026	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kid Pan Alley	VA	\$273,708	Artistic & Executive Direc	\$64,466	\$62,613	2023
Artcore Inc	WY	\$253,622	Executive Director	\$19,800	\$20,182	2025
Cepa Management Corporation	AL	\$251,818	Executive Di	\$43,548	\$45,967	2024
Performing Arts Association Of St Joseph Inc	MO	\$251,795	Executive Director	\$43,600	\$46,453	2023
Melodic Movements Performing Arts Program Inc	DE	\$276,768	President	\$49,600	\$48,854	2023
St Lou Fringe	MO	\$251,434	Executive Dir	\$64,995	\$67,261	2024
Push Physical Theatre Inc	NY	\$250,182	Ceo & Artistic Director	\$53,700	\$47,412	2024
Hickory Ballet And Performing Arts	NC	\$278,659	Executive Dir.	\$27,100	\$28,167	2023
Montavilla Jazz Festival	OR	\$279,212	Executive Director	\$26,400	\$23,954	2024
Center Stage Dance Studio	CA	\$248,693	President	\$6,171	\$5,206	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **148** organizations. Compensation range \$1–\$105,509; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$264,181); for reference, expenses \$268,097 and assets \$11,155.

ROLE MATCH	Adam Record, reported title "EXECUTIVE TEAM", 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	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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	7 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 (Adam Record) 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 148 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,650 is reasonable (approximately the 7th 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.