

# Exodus Ensemble

Executive Director / CEO

EIN 872389255  
 NM · NTEE A65  
 FY ending 2023-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **April Cleveland, Executive Director / CEO** (\$38,595) against **every comparable organization** that fit the selection criteria — **323** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38<sup>th</sup>** percentile of comparable organizations within the typical range

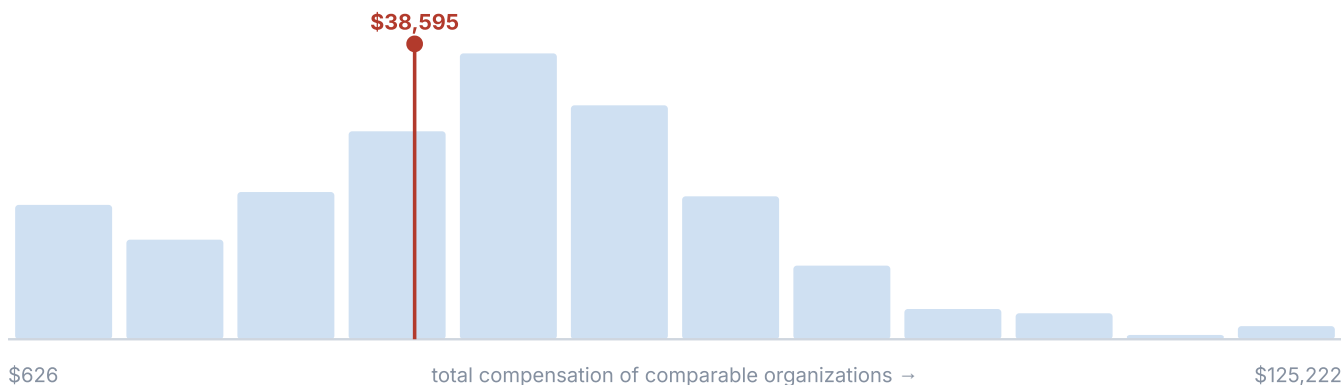
**Benchmarked executive:** April Cleveland — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

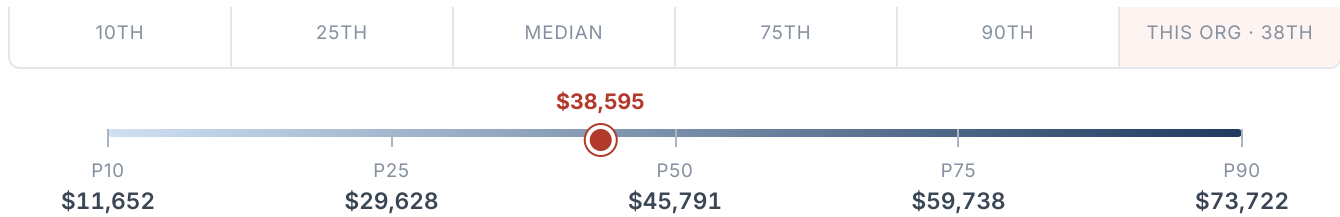
SECTOR	Organizations sharing the subject's NTEE classification (A65).
BUDGET	Total revenue between \$305,692 and \$684,387 — 0.67x to 1.50x the subject's \$456,258 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**323** organizations qualified on sector, size, and geography → **323** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,652	\$29,628	\$45,791	\$59,738	\$73,722	\$38,595
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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 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
<a href="#">The Elm Shakespeare Company</a>	CT	\$455,494	Producing Artistic Directo	\$79,711	<b>\$67,494</b>	2024
<a href="#">Saguaro City Music Theatre</a>	AZ	\$457,185	Managing Director	\$3,000	<b>\$2,606</b>	2024
<a href="#">Portland Experimental Theatre Ensemble</a>	OR	\$457,269	Board Member	\$43,250	<b>\$36,271</b>	2024
<a href="#">Portland Revels</a>	OR	\$457,516	Executive Director	\$60,000	<b>\$49,021</b>	2025
<a href="#">Austin Scottish Rite Community And</a>	TX	\$457,853	Executive Dir.	\$58,200	<b>\$52,575</b>	2024
<a href="#">Hallwalls Inc</a>	NY	\$454,638	Executive Dir.	\$50,500	<b>\$41,210</b>	2024
<a href="#">Gingold Theatrical Group</a>	NY	\$452,801	Artistic Dir.	\$57,200	<b>\$46,678</b>	2024
<a href="#">Beaumont Community Players Inc</a>	TX	\$459,825	Executive Dir	\$75,000	<b>\$67,752</b>	2024
<a href="#">Balanced Almond Inc</a>	TX	\$451,494	President	\$40,134	<b>\$36,256</b>	2024
<a href="#">Chandler Youth Theatre</a>	AZ	\$451,424	Director	\$50,000	<b>\$43,426</b>	2024
<a href="#">White Bird Productions Inc</a>	NY	\$450,835	President	\$60,000	<b>\$50,409</b>	2023
<a href="#">Sieminski Theater Inc</a>	NJ	\$462,005	President & Ceo	\$61,550	<b>\$49,628</b>	2024
<a href="#">Playful People Productions</a>	CA	\$463,684	Executive Dir.	\$12,557	<b>\$9,792</b>	2024
<a href="#">New Federal Theatre Inc</a>	NY	\$464,790	Board Member/producing Artistic Dir.	\$70,015	<b>\$57,135</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Theatre Of The Oppressed Nyc Inc</a>	NY	\$447,079	Executive Director	\$80,641	<b>\$65,806</b>	2024
<a href="#">Sweet Jane Productions Inc</a>	NY	\$465,782	President & Chairman	\$57,077	<b>\$47,953</b>	2023
<a href="#">The Inheritance Project Ltd</a>	NY	\$466,527	Executive Dir.	\$74,750	<b>\$60,999</b>	2024
<a href="#">Hartbeat Ensemble Inc</a>	CT	\$467,053	Managing Director	\$59,333	<b>\$51,723</b>	2023
<a href="#">Take-up Productions</a>	MN	\$445,379	Trustee/manager	\$24,880	<b>\$22,857</b>	2023
<a href="#">Plan-b Theatre Company</a>	UT	\$467,893	Managing Dir	\$53,117	<b>\$49,095</b>	2024
<a href="#">Siudy Flamenco Dance Theatre Inc</a>	FL	\$468,461	Executive Dir.	\$44,790	<b>\$39,121</b>	2023
<a href="#">Community Playhouse Inc</a>	IA	\$443,541	Executive Director	\$50,375	<b>\$51,283</b>	2023
<a href="#">Fiasco Theater Ltd</a>	NY	\$442,801	President/co-artistic Director	\$36,465	<b>\$29,757</b>	2024
<a href="#">Performance Now Theatre Company</a>	CO	\$441,146	Executive Producer	\$24,250	<b>\$21,619</b>	2023
<a href="#">Squonk Opera Inc</a>	PA	\$440,506	Co-executive Director/secretary	\$87,000	<b>\$78,350</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM cost of living and 2023 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	323 organizations. Compensation range \$626–\$125,222; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$456,258); for reference, expenses \$436,715 and assets \$400,097.
ROLE MATCH	April Cleveland, reported title "EXECUTIVE DI", 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	38 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	37 <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 (April Cleveland) 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 13, 2026, comparing compensation against 323 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,595 is reasonable (approximately the 38<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 13, 2026.