

# Compass Rose Theater Inc

Executive Director / CEO

EIN 900649573  
 MD · NTEE A990  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Barbara Webber, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

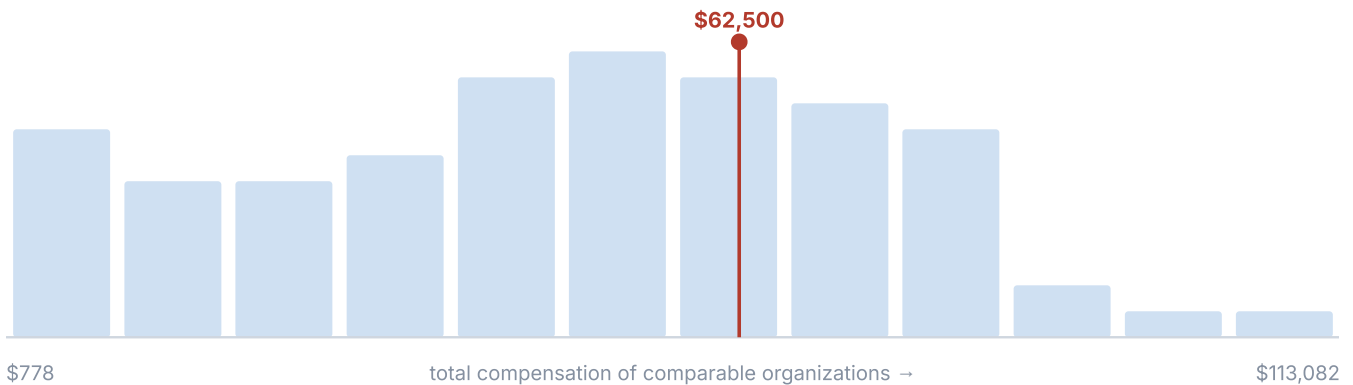
**Benchmarked executive:** Barbara Webber — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A990).
BUDGET	Total revenue between \$164,669 and \$368,664 — 0.67x to 1.50x the subject's \$245,776 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,230	\$28,730	\$50,168	\$68,257	\$77,324	\$62,500
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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 MD 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="#">Arts In Ct</a>	CT	\$246,837	Executive Di	\$74,366	<b>\$76,784</b>	2023
<a href="#">Territory Nfp</a>	IL	\$249,132	Executive Director	\$66,221	<b>\$69,636</b>	2024
<a href="#">Denver Architecture Foundation</a>	CO	\$253,046	Executive Dir.	\$66,975	<b>\$70,721</b>	2023
<a href="#">Mariachi Womens Foundation</a>	CA	\$253,146	Executive Dir.	\$50,000	<b>\$47,545</b>	2023
<a href="#">Ssj Inc</a>	OR	\$254,528	Executive Dir.	\$66,600	<b>\$68,109</b>	2023
<a href="#">Bailey Foundation</a>	MO	\$255,540	Executive Director	\$44,880	<b>\$52,347</b>	2023
<a href="#">Wendys Subway Inc</a>	NY	\$235,887	President	\$805	<b>\$778</b>	2024
<a href="#">Sacred Lands Conservancy</a>	WA	\$258,606	President	\$16,800	<b>\$16,088</b>	2024
<a href="#">National Basketry Organization Inc</a>	MA	\$232,603	President	\$1,035	<b>\$1,025</b>	2023
<a href="#">Art Camp 504</a>	LA	\$262,363	Executive Director	\$51,150	<b>\$60,245</b>	2024
<a href="#">Blindspot Collective</a>	CA	\$229,118	Director	\$21,925	<b>\$20,849</b>	2023
<a href="#">Education &amp; Community</a>	CO	\$228,000	Executive Director	\$52,500	<b>\$55,437</b>	2023
<a href="#">Studio 395 Foundation</a>	CA	\$265,130	Ceo	\$39,520	<b>\$36,502</b>	2024
<a href="#">Love Bldg Incorporated</a>	MI	\$268,289	Executive Director 18 Million Rising	\$11,004	<b>\$12,508</b>	2023
<a href="#">Center Stage Inc</a>	MS	\$269,178	Artistic Director	\$33,034	<b>\$38,339</b>	2025
<a href="#">Wisdom Circles Oceania</a>	HI	\$222,230	Executive Director	\$41,960	<b>\$41,369</b>	2023
<a href="#">Southern Shakespeare Company</a>	FL	\$269,432	Executive Director	\$41,082	<b>\$41,280</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">On Our Own Of Roanoke Valley Inc</a>	VA	\$269,820	Exec Director	\$56,423	<b>\$58,272</b>	2024
<a href="#">Teen Start Program</a>	OH	\$270,544	Greathouse	\$10,367	<b>\$12,091</b>	2023
<a href="#">Create Wisconsin Inc</a>	WI	\$270,848	Executive Dir.	\$61,667	<b>\$68,887</b>	2024
<a href="#">Korea Creative Content Agency Inc</a>	NY	\$271,047	President	\$11,950	<b>\$11,550</b>	2024
<a href="#">Firehouse Projects</a>	CA	\$220,000	Director	\$75,000	<b>\$71,318</b>	2023
<a href="#">5p Society</a>	CA	\$219,370	Executive Vp	\$50,000	<b>\$46,181</b>	2024
<a href="#">Artists Image Resource Inc</a>	PA	\$218,967	Board Member & Executive D	\$52,000	<b>\$55,467</b>	2024
<a href="#">Wi Fairs Inc</a>	WI	\$274,828	Executive Di	\$33,000	<b>\$36,864</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	79 organizations. Compensation range \$778–\$113,082; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$245,776); for reference, expenses \$236,439 and assets \$47,649.
ROLE MATCH	Barbara Webber, reported title "EXECUTIVE DI", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	70 <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 (Barbara Webber) 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 79 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 72<sup>nd</sup> 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.