

Alaska Theatre Of Youth

Executive Director / CEO

EIN 920102436
 AK · NTEE A650
 FY ending 2024-08-31
June 9, 2026

This analysis benchmarks the total compensation of **Christine Cooke, Executive Director / CEO** (\$20,238) against **every comparable organization** that fit the selection criteria — **306** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

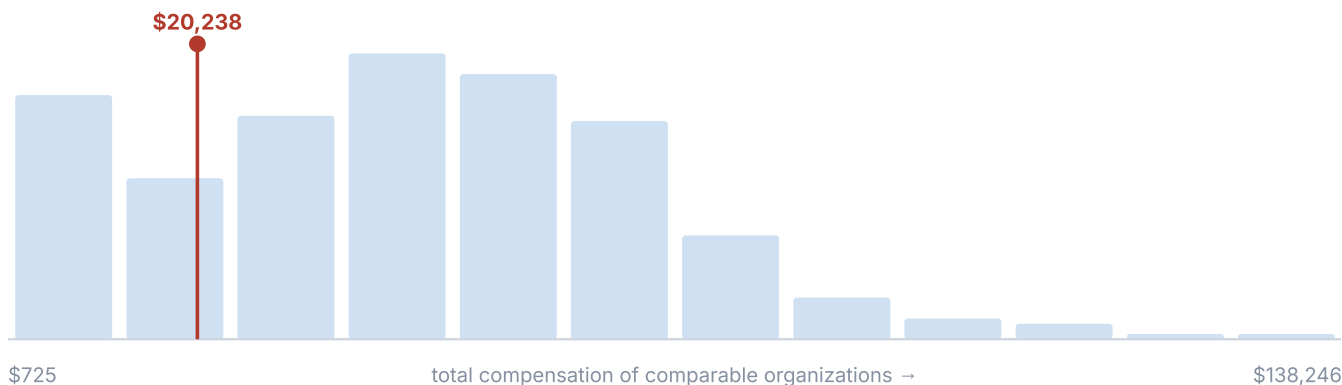
Benchmarked executive: Christine Cooke — reported title “Exec Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

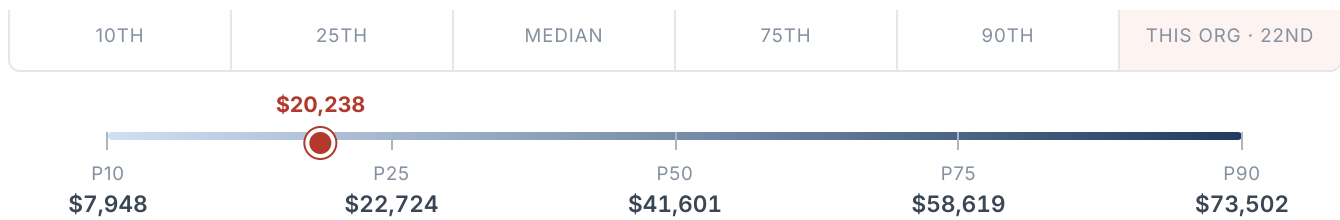
SECTOR	Organizations sharing the subject's NTEE classification (A650).
BUDGET	Total revenue between \$212,389 and \$475,498 — 0.67x to 1.50x the subject's \$316,999 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

306 organizations qualified on sector, size, and geography → **306** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,948	\$22,724	\$41,601	\$58,619	\$73,502	\$20,238
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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 AK 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
Kokandy Productions	IL	\$317,321	Producing Artistic Director	\$9,800	\$10,077	2024
Teatro Hispano De Dallas	TX	\$317,399	Executive Director	\$63,750	\$68,672	2023
Theatre Macon Inc	GA	\$317,696	Executive Di	\$59,740	\$62,829	2024
Port Tobacco Players Inc	MD	\$318,280	President	\$28,000	\$27,381	2024
Lights Up Theater Inc	CA	\$315,600	Vice President	\$75,000	\$67,740	2024
Regional Theatre Of The Palouse	WA	\$315,442	President	\$12,000	\$11,238	2024
Actors Guild Of Parkersburg Inc	WV	\$315,308	Interim Technical Director	\$35,798	\$41,739	2023
Walla Walla Summer Theater Studios	WA	\$318,806	Executive Artistic Director	\$70,000	\$65,552	2024
Theatre Dybbuk	CA	\$314,939	See Sch O	\$65,149	\$58,842	2024
Stolen Shakespeare Guild	TX	\$319,631	Executive Di	\$48,166	\$50,396	2024
Musical Theatre Factory Inc	NY	\$313,462	President	\$50,000	\$48,654	2023
Cloverdale Playhouse Inc	AL	\$313,352	Operations M	\$43,820	\$49,517	2024
Anchorage Community Theater Inc	AK	\$320,704	Executive Dir.	\$63,675	\$63,675	2024
Control Group Productions	CO	\$312,866	Ex Officio/n	\$42,185	\$41,220	2025
Music On The Hill Inc	CT	\$312,763	President, D	\$30,330	\$29,745	2024
Actors Bridge Ensemble Theater Of Nashville Inc	TN	\$312,269	Producing Artistic Director	\$76,500	\$81,941	2025
Baltimore Theatre Project	MD	\$322,398	Executive Director	\$47,700	\$45,442	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Theatre Lab Inc	NY	\$310,477	President	\$21,000	\$19,849	2024
Carpenter Square Theatre Inc	OK	\$309,628	Executive Artistic Dir	\$52,955	\$59,419	2025
Second Thought Theatre	TX	\$309,488	Executive Director	\$33,500	\$35,051	2024
The Mountain Playhouse	PA	\$309,483	Accountant	\$12,830	\$13,778	2023
Wing-it Productions	WA	\$309,153	Executive Artistic Director	\$42,249	\$40,733	2023
Piven Theatre Workshop	IL	\$308,032	Artistic Dir	\$59,800	\$59,908	2025
Theater For Personal Growth Inc	NY	\$306,579	Mgr Director/secty	\$95,500	\$90,263	2024
Boundless Theatre Company Inc	NY	\$306,353	Founding Member	\$16,331	\$15,436	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AK 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 AK 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	306 organizations. Compensation range \$725–\$138,246; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$316,999); for reference, expenses \$278,853 and assets \$51,213.
ROLE MATCH	Christine Cooke, reported title <i>"Exec Dir"</i> , 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 5 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 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	22 nd

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 (Christine Cooke) 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 306 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,238 is reasonable (approximately the 22nd 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.