

# Dogteam Theatre Project Inc

Executive Director / CEO

EIN 923915581

VT · NTEE A65

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alex Draper, Executive Director / CEO** (\$2,520) against **every comparable organization** that fit the selection criteria — **228** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Alex Draper — reported title “Co-President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

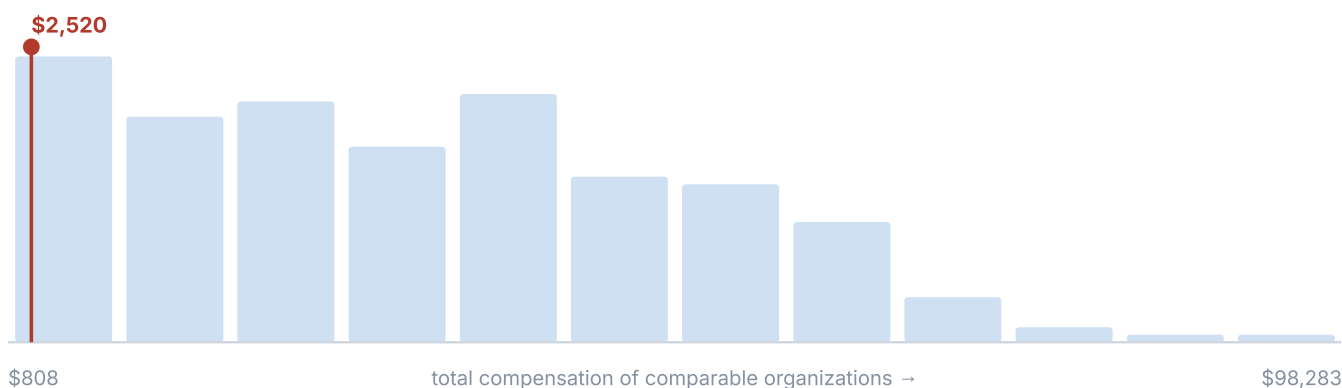
**SECTOR** Organizations sharing the subject's NTEE classification (A65).

**BUDGET** Total revenue between \$143,072 and \$320,311 — 0.67x to 1.50x the subject's \$213,541 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A65), nationwide + budget 0.67–1.5x revenue.

**228** organizations qualified on sector, size, and geography → **228** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,626

\$13,095

\$28,684

\$45,666

\$59,288

\$2,520



## ■ 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 VT 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="#">Staten Island Shakespearean Theatre Co</a> | NY    | \$213,428 | Director                                       | \$57,693        | <b>\$51,795</b> | 2024 |
| <a href="#">Pones Inc</a>                              | KY    | \$213,740 | Executive Director & Ex Officio Board Director | \$32,350        | <b>\$34,530</b> | 2024 |
| <a href="#">The Best Production Company Inc</a>        | CT    | \$213,919 | Managing Director                              | \$25,000        | <b>\$23,976</b> | 2023 |
| <a href="#">Ten Fifteen Productions</a>                | OR    | \$213,974 | Executive Director                             | \$42,509        | <b>\$39,220</b> | 2024 |
| <a href="#">Piper Theatre Productions Inc</a>          | NY    | \$212,121 | Artistic Director                              | \$10,000        | <b>\$9,243</b>  | 2023 |
| <a href="#">Innervision Theatre Arts Center Inc</a>    | NY    | \$215,083 | Director                                       | \$9,360         | <b>\$8,403</b>  | 2024 |
| <a href="#">Staretthe Directors Company Inc</a>        | NY    | \$215,411 | Executive Dir.                                 | \$1,000         | <b>\$925</b>    | 2023 |
| <a href="#">Upfront Theatre</a>                        | WA    | \$211,640 | Executive Director                             | \$5,038         | <b>\$4,481</b>  | 2024 |
| <a href="#">Trademark Theater</a>                      | MN    | \$215,463 | Founder/artistic Director                      | \$23,493        | <b>\$22,468</b> | 2025 |
| <a href="#">A Host Of People Inc</a>                   | MI    | \$211,567 | Secretary                                      | \$18,936        | <b>\$19,418</b> | 2024 |
| <a href="#">Teatro De La Luna</a>                      | DC    | \$211,505 | Producer                                       | \$18,638        | <b>\$16,249</b> | 2024 |
| <a href="#">Recreational Arts Inc</a>                  | NJ    | \$211,220 | President                                      | \$16,938        | <b>\$15,025</b> | 2024 |
| <a href="#">Southern Plain Productions</a>             | OK    | \$210,644 | Artistic Dir.                                  | \$33,612        | <b>\$36,771</b> | 2024 |
| <a href="#">Oklahoma Shakespearean Festival</a>        | OK    | \$209,969 | Coker  | \$34,975        | <b>\$38,263</b> | 2024 |
| <a href="#">Music Box Players</a>                      | PA    | \$209,622 | President                                      | \$1,615         | <b>\$1,600</b>  | 2024 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE               | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|-----------------------------|-----------------|-----------------|------|
| <a href="#">Mixed Magic Theatre &amp; Cultural Events</a> | RI    | \$209,376 | Director                    | \$20,500        | <b>\$19,530</b> | 2024 |
| <a href="#">Vivid Stage Inc</a>                           | NJ    | \$217,741 | Artistic Director           | \$30,000        | <b>\$25,926</b> | 2025 |
| <a href="#">Story Theater Company</a>                     | IA    | \$209,154 | President                   | \$2,635         | <b>\$2,866</b>  | 2024 |
| <a href="#">Stageworx Co</a>                              | KS    | \$218,008 | President                   | \$18,884        | <b>\$20,269</b> | 2024 |
| <a href="#">Lunchtime Productions</a>                     | CA    | \$209,049 | Executive Dir.              | \$42,834        | <b>\$37,833</b> | 2023 |
| <a href="#">Asbury Park Theater Company</a>               | NJ    | \$208,816 | Executive Director          | \$24,324        | <b>\$21,577</b> | 2024 |
| <a href="#">She Nyc Arts Inc</a>                          | NY    | \$218,793 | Artistic Executive Director | \$4,000         | <b>\$3,697</b>  | 2023 |
| <a href="#">Grand Theatre Of Oelwein Inc</a>              | IA    | \$219,679 | Treasurer                   | \$25,760        | <b>\$30,033</b> | 2022 |
| <a href="#">Restoration Stage Inc</a>                     | MD    | \$207,234 | Executive Dir               | \$50,098        | <b>\$47,908</b> | 2023 |
| <a href="#">Evergreen Players Inc</a>                     | CO    | \$207,078 | Executive Director          | \$58,055        | <b>\$56,941</b> | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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** 228 organizations. Compensation range \$808–\$98,283; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$213,541); for reference, expenses \$210,737 and assets \$12,252.

**ROLE MATCH** Alex Draper, reported title "*Co-President*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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** 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 | 4 <sup>th</sup>    |
| Total compensation (D + F), as reported (no adjustments)                                | 4 <sup>th</sup>    |
| Reportable pay only (column D), adjusted  | 4 <sup>th</sup>    |
| All sources (D + E + F), adjusted   | 4 <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 (Alex Draper) 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 228 similarly situated organizations (Same NTEE sector (A65), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,520 is reasonable (approximately the 4<sup>th</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.