

# Corrib Theatre

Executive Director / CEO

EIN 930608936

OR · NTEE A600

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karl Hanover, Executive Director / CEO** (\$63,358) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

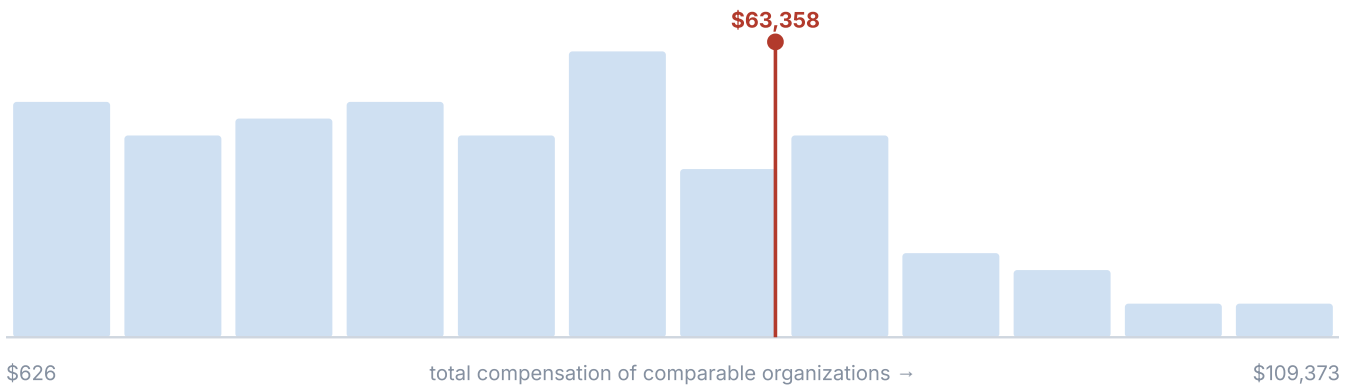
**Benchmarked executive:** Karl Hanover — reported title “Managing Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A600).
BUDGET	Total revenue between \$146,990 and \$329,083 — 0.67x to 1.50x the subject's \$219,389 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

**117** organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,153	\$21,697	\$42,066	\$60,230	\$73,843	\$63,358
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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 OR 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="#">Base Academy Of Music</a>	MO	\$220,833	Executive Director	\$29,692	<b>\$32,893</b>	2024
<a href="#">Vineyard Arts Project Limited</a>	MA	\$221,556	Founder And Artistic Director	\$97,846	<b>\$94,681</b>	2023
<a href="#">The Square Foot Theatre Company Inc</a>	CT	\$222,033	Excutive Director & Co-founder	\$12,379	<b>\$12,498</b>	2023
<a href="#">Opera Project Columbus Inc</a>	OH	\$216,683	Secretary	\$7,600	<b>\$8,668</b>	2023
<a href="#">Mosaic Steel Orchestra</a>	VA	\$222,867	President	\$70,763	<b>\$73,574</b>	2023
<a href="#">Wonderlust Productions</a>	MN	\$223,119	Board Member And Co-artistic Director	\$44,750	<b>\$47,615</b>	2023
<a href="#">Bruka Theater Of The Sierra Inc</a>	NV	\$215,521	Executive Director	\$28,620	<b>\$30,892</b>	2023
<a href="#">Resonance Works</a>	PA	\$223,259	Board Member	\$600	<b>\$626</b>	2024
<a href="#">Steel City Improv Theater</a>	PA	\$215,164	Interim Executive Director	\$60,370	<b>\$64,828</b>	2023
<a href="#">Collide</a>	TX	\$224,510	Artistic Dir	\$47,000	<b>\$49,175</b>	2024
<a href="#">East Side Arts Council</a>	MN	\$213,627	Executive Dir.	\$40,810	<b>\$42,177</b>	2024
<a href="#">Blackstone River Theatre</a>	RI	\$213,507	Executive Director	\$72,538	<b>\$74,899</b>	2023
<a href="#">Hancock County Childrens Choir Ltd</a>	IN	\$225,638	Board Chair, Executive Director	\$21,845	<b>\$24,095</b>	2024
<a href="#">Freed Performing Arts Inc</a>	FL	\$211,849	President	\$36,000	<b>\$36,417</b>	2023
<a href="#">Experiments In Opera</a>	NY	\$211,152	Executive Director	\$12,000	<b>\$11,049</b>	2025
<a href="#">Ovation Theatre</a>	CA	\$209,509	Executive Director	\$53,750	<b>\$48,545</b>	2024
<a href="#">Theatre Art For Kids</a>	NE	\$208,967	President	\$23,333	<b>\$26,249</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Our Fabulous Variety Show Inc</a>	NY	\$208,492	Executive Di	\$33,648	<b>\$30,982</b>	2025
<a href="#">Bach Society Of Dayton Inc</a>	OH	\$230,536	Music Director	\$15,000	<b>\$16,189</b>	2025
<a href="#">Theater At The Center Inc</a>	IN	\$208,112	Administrator	\$44,677	<b>\$50,734</b>	2023
<a href="#">Maryland Center For The Visual And Performing Arts Inc</a>	MD	\$207,895	Executive Director	\$22,000	<b>\$20,958</b>	2025
<a href="#">State Theatre Preservation Society</a>	PA	\$207,334	President	\$3,116	<b>\$3,346</b>	2023
<a href="#">Columbia Basin Allied Arts</a>	WA	\$231,970	Executive Di	\$40,126	<b>\$37,575</b>	2024
<a href="#">Starring Buffalo Inc</a>	NY	\$206,183	Executive Director	\$15,000	<b>\$13,811</b>	2025
<a href="#">Pegasus Musical Society</a>	TX	\$233,365	Artistic Director	\$51,000	<b>\$53,359</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	117 organizations. Compensation range \$626–\$109,373; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$219,389); for reference, expenses \$288,039 and assets \$228,962.
ROLE MATCH	Karl Hanover, reported title " <i>Managing Director</i> ", 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Karl Hanover) 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 117 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,358 is reasonable (approximately the 79<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.