

# Carpinteria Community Theater Inc

Executive Director / CEO

EIN 953565433

CA · NTEE A60

FY ending 2024-10-31

June 9, 2026

This analysis benchmarks the total compensation of **Debra Nomura, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Debra Nomura — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A60).

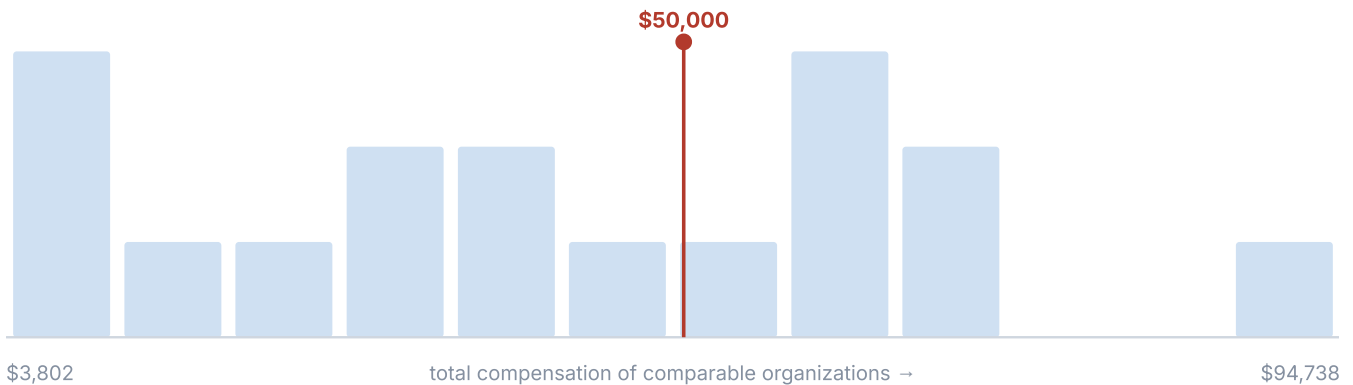
**BUDGET** Total revenue between \$188,599 and \$422,238 — 0.67x to 1.50x the subject's \$281,492 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A60) + CA + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,263	\$20,000	\$36,240	\$60,331	\$65,255	\$50,000
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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 CA 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="#">Santa Clara Valley Performing Arts Association</a>	CA	\$282,072	Artistic Director	\$20,000	<b>\$20,000</b>	2024
<a href="#">Royal Stage Christian Performing Arts</a>	CA	\$286,993	Executive Director	\$11,000	<b>\$11,325</b>	2023
<a href="#">Rawdance</a>	CA	\$296,383	Director	\$3,802	<b>\$3,802</b>	2024
<a href="#">The Beat Berkeley Performing Arts Inc</a>	CA	\$256,115	Executive Dir.	\$28,789	<b>\$29,639</b>	2023
<a href="#">Center Stage Dance Studio</a>	CA	\$248,693	President	\$6,171	<b>\$6,171</b>	2024
<a href="#">Dramaworks A Ca Nonprofit Benefit Corp</a>	CA	\$239,759	Vice President	\$18,000	<b>\$18,532</b>	2023
<a href="#">Teadra Productions</a>	CA	\$323,308	President &	\$60,000	<b>\$58,453</b>	2025
<a href="#">Sino Us Performing Arts Organization</a>	CA	\$327,781	Secretary	\$62,699	<b>\$64,551</b>	2023
<a href="#">North Bay Theatrics Inc</a>	CA	\$328,366	President	\$64,408	<b>\$66,310</b>	2023
<a href="#">Ovation Theatre</a>	CA	\$209,509	Executive Director	\$53,750	<b>\$53,750</b>	2024
<a href="#">Bay Area Omni Foundation For</a>	CA	\$192,946	President	\$35,200	<b>\$36,240</b>	2023
<a href="#">Prescott Circus Theatre</a>	CA	\$374,696	Executive Dir.	\$60,738	<b>\$60,738</b>	2024
<a href="#">Del Sol Performing Arts</a>	CA	\$386,620	Assistant Se	\$42,815	<b>\$44,080</b>	2023
<a href="#">Celebration Arts</a>	CA	\$392,684	Executive Director	\$32,083	<b>\$32,083</b>	2024
<a href="#">Golden Gate Symphony Orchestra</a>	CA	\$396,157	Music Direcotr	\$35,730	<b>\$34,809</b>	2025
<a href="#">Child Hope International</a>	CA	\$410,405	Executive Director	\$94,738	<b>\$94,738</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Luminary Arts Corporation</a>	CA	\$410,560	President	\$60,331	<b>\$60,331</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 17 organizations. Compensation range \$3,802–\$94,738; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$281,492); for reference, expenses \$284,631 and assets \$150,572.

**ROLE MATCH** Debra Nomura, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>59<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>59<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>59<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>59<sup>th</sup></b>

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 (Debra Nomura) 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 17 similarly situated organizations (Same NTEE sector (A60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 59<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 9, 2026.