

Teada Productions

Executive Director / CEO

EIN 954766870

CA · NTEE A60

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Leilani Chan, Executive Director / CEO** (\$60,000) 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 **65th** percentile of comparable organizations within the typical range

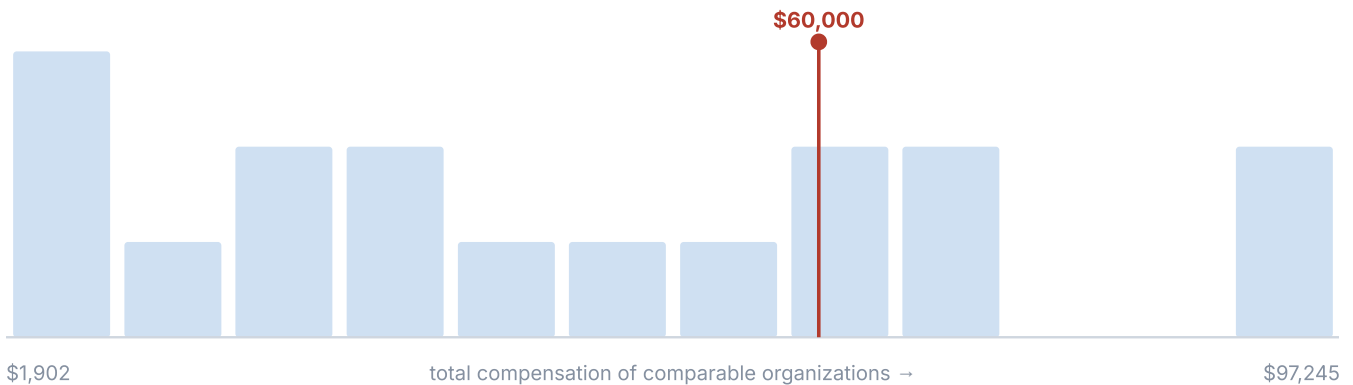
Benchmarked executive: Leilani Chan — reported title "PRESIDENT &", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$216,616 and \$484,962 — 0.67x to 1.50x the subject's \$323,308 (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



\$5,362	\$19,022	\$35,730	\$62,345	\$77,266	\$60,000
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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
Sino Us Performing Arts Organization	CA	\$327,781	Secretary	\$62,699	\$66,259	2023
North Bay Theatrics Inc	CA	\$328,366	President	\$64,408	\$68,065	2023
Rawdance	CA	\$296,383	Director	\$3,802	\$3,903	2024
Royal Stage Christian Performing Arts	CA	\$286,993	Executive Director	\$11,000	\$11,625	2023
Santa Clara Valley Performing Arts Association	CA	\$282,072	Artistic Director	\$20,000	\$20,529	2024
Carpinteria Community Theater Inc	CA	\$281,492	Executive Director	\$50,000	\$51,323	2024
Prescott Circus Theatre	CA	\$374,696	Executive Dir.	\$60,738	\$62,345	2024
Del Sol Performing Arts	CA	\$386,620	Assistant Se	\$42,815	\$45,246	2023
The Beat Berkeley Performing Arts Inc	CA	\$256,115	Executive Dir.	\$28,789	\$30,424	2023
Celebration Arts	CA	\$392,684	Executive Director	\$32,083	\$32,932	2024
Golden Gate Symphony Orchestra	CA	\$396,157	Music Direcotr	\$35,730	\$35,730	2025
Center Stage Dance Studio	CA	\$248,693	President	\$6,171	\$6,334	2024
Dramaworks A Ca Nonprofit Benefit Corp	CA	\$239,759	Vice President	\$18,000	\$19,022	2023
Child Hope International	CA	\$410,405	Executive Director	\$94,738	\$97,245	2024
Luminary Arts Corporation	CA	\$410,560	President	\$60,331	\$61,927	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Conundrum Theatre Company Inc	CA	\$424,860	Executive Direc	\$88,720	\$91,067	2024
Katia And Company Inc	CA	\$427,041	President	\$1,800	\$1,902	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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.

Sample, role match & sensitivity

PEER COUNT 17 organizations. Compensation range \$1,902–\$97,245; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$323,308); for reference, expenses \$454,334 and assets \$126,198. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Leilani Chan, reported title "*PRESIDENT &*", 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	65 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	65 th

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 (Leilani Chan) 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 \$60,000 is reasonable (approximately the 65th 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.