

Shakespeare By The Sea

Executive Director / CEO

EIN 954785457

CA · NTEE A65

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Coltrin-beyries, Executive Director / CEO** (\$59,626) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Stephanie Coltrin-beyries — reported title “Board Member”, 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).

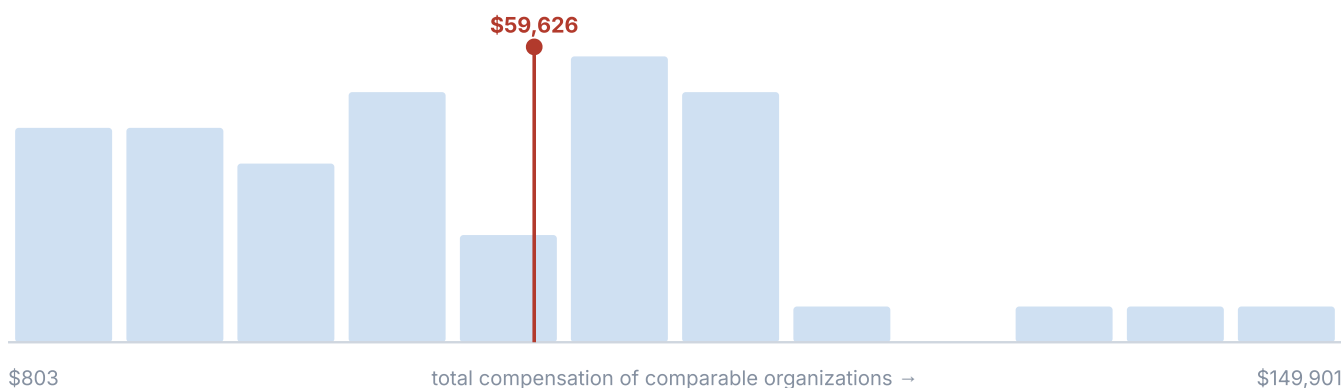
BUDGET Total revenue between \$288,994 and \$647,002 — 0.67x to 1.50x the subject's \$431,335 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A65) + CA + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography

→ **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,279

\$24,838

\$47,997

\$74,988

\$85,238

\$59,626



■ 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
Cyt Tri-valley Inc	CA	\$433,816	Managing Director	\$40,455	\$40,455	2024
Silicon Valley Shakespeare	CA	\$435,774	Executive Director	\$40,000	\$41,181	2023
South Orange County Community Theatre	CA	\$426,433	President	\$9,000	\$8,768	2025
Ojai Playwrights Conference	CA	\$439,363	Managing Director	\$40,000	\$40,000	2024
Rocklin Community Theatre	CA	\$422,636	Executive Director	\$22,709	\$22,709	2024
Center Stage Theatrical Productions	CA	\$419,146	Artistic Dir	\$66,687	\$66,687	2024
Chico Theater Company Inc	CA	\$412,854	Executive Dir.	\$138,005	\$134,448	2025
Playwrights Foundation Inc	CA	\$409,712	Exec Artisti	\$57,051	\$57,051	2024
Skylight Theatre Company	CA	\$405,316	Executive Director	\$85,000	\$85,000	2024
Playful People Productions	CA	\$463,684	Executive Dir.	\$12,557	\$12,557	2024
Santa Monica Theatre Guild	CA	\$397,778	Member	\$27,615	\$27,615	2024
Yorba Linda Spotlight Theater Company	CA	\$391,469	Studio Manager	\$69,564	\$69,564	2024
Sonoma Arts Live	CA	\$387,782	President	\$3,325	\$3,325	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Golden Thread Productions	CA	\$374,921	Exec Artist Dir	\$72,000	\$72,000	2024
Ensemble Studio Theatre The La Project	CA	\$372,384	Artistic Director	\$14,500	\$14,928	2023
Theatre 831	CA	\$494,859	Artistic Director	\$50,400	\$51,889	2023
One More Productions Inc	CA	\$498,048	President	\$80,514	\$80,514	2024
Prospect Theater Project	CA	\$500,736	Executive Dir.	\$29,449	\$29,449	2024
The Sacred Fools Theater	CA	\$501,859	Managing Director	\$27,500	\$27,500	2024
New Art City Theatre	CA	\$352,132	Founder/arti	\$23,500	\$23,500	2024
Green Room Theatre Company	CA	\$513,689	Executive Artistic Director	\$23,950	\$23,950	2024
Theatre Forty	CA	\$343,128	Secretary	\$61,354	\$59,773	2025
Jean Shelton Foundation	CA	\$338,712	Executive Director	\$15,000	\$15,000	2024
Tomorrow Youth Repertory	CA	\$524,367	Treasurer Secretary Executive Director Instructor	\$78,843	\$78,843	2024
Childrens Musical Theatreworks Inc	CA	\$336,869	Executive Dir.	\$12,000	\$12,000	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.

● Sample, role match & sensitivity

PEER COUNT	46 organizations. Compensation range \$803–\$149,901; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$431,335); for reference, expenses \$488,172 and assets \$142,515.
ROLE MATCH	Stephanie Coltrin-beyries, reported title " <i>Board Member</i> ", 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	1 peer 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	57 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	54 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 (Stephanie Coltrin-beyries) 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 46 similarly situated organizations (Same NTEE sector (A65) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,626 is reasonable (approximately the 57th 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.