

Education In Dance And

Executive Director / CEO

This analysis benchmarks the total compensation of **Jo Alison Gjertson-frederickson, Executive Director / CEO** (\$191,743) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

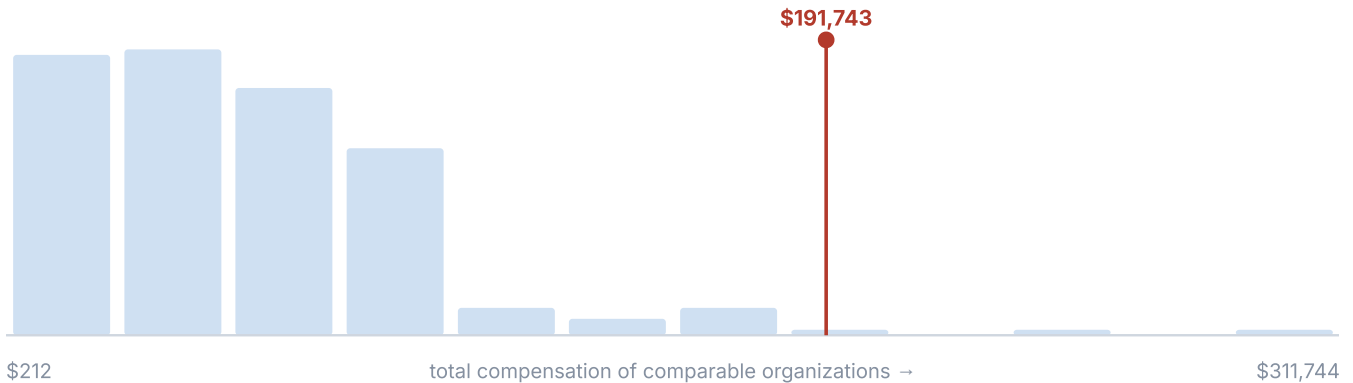
Benchmarked executive: Jo Alison Gjertson-frederickson — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$114,523 and \$256,396 — 0.67x to 1.50x the subject's \$170,931 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,211 10TH	\$25,902 25TH	\$50,993 MEDIAN	\$77,683 75TH	\$100,173 90TH	\$191,743 THIS ORG · 99TH
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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 NJ 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
Marriage And Relationship Education Center Inc	MD	\$171,221	Executive Director	\$47,508	\$51,215	2023
Research Support Fund	MA	\$171,417	Board President	\$37,776	\$38,020	2024
Solvang School Education Foundation	CA	\$170,182	President & Ceo	\$18,000	\$16,960	2025
Lohan School Of Shaolin	NV	\$169,986	Corporate Officer	\$41,875	\$48,401	2023
Fem Empowerment Movement	CA	\$168,811	Secretary	\$104,168	\$100,745	2024
The Home Team - Miami Inc	FL	\$173,584	Director	\$79,425	\$83,569	2024
Independent Television Festival Inc	MN	\$174,027	Ceo/executive Director	\$16,667	\$18,990	2023
Sc Ag-in-the-classroom Fund	SC	\$167,533	President	\$72,480	\$84,690	2024
Los Medanos College Foundation	CA	\$174,647	Director - Lmc President (July -Dec)	\$25,994	\$25,883	2023
Jewels Academy	IA	\$174,974	President	\$39,582	\$48,541	2024
Tennessee Advocates For Planned	TN	\$175,276	Executive Di	\$95,771	\$112,751	2024
Church Leadership Development	TX	\$175,460	President	\$76,920	\$88,724	2023
Delaware Careplan Inc	DE	\$166,166	Executive Director	\$15,149	\$16,614	2024
Friends Of Transit	AZ	\$176,478	Executive Director	\$90,000	\$96,944	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lectica Inc Fka Dev Test Svs	MA	\$176,554	Pres, Treas, Clerk	\$51,193	\$53,046	2023
The Spark Inc	KS	\$164,994	Executive Director	\$64,231	\$80,015	2023
Unity Foundation	ME	\$177,085	Ceo/chairman	\$86,544	\$99,928	2023
Arts Align All Inc	WI	\$164,616	President	\$40,838	\$47,769	2024
Epoch Public Media Seattle	WA	\$164,046	President	\$4,779	\$4,792	2024
Literacy Lubbock	TX	\$178,019	Executive Director	\$75,328	\$84,395	2024
Curenfwithjack	GA	\$179,333	President	\$62,500	\$70,385	2024
American Diplomacy Foundation	CT	\$179,500	President And Secretary	\$155,795	\$168,440	2023
Lincoln-way High School Foundation	IL	\$179,721	Executive Di	\$60,000	\$66,067	2024
Monroe County Bar Center For Education	NY	\$181,226	Executive Director - Thru Dec 2024	\$17,320	\$17,078	2025
Estes Park Learning Place Inc	CO	\$182,902	Executive Director	\$56,156	\$60,310	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 198 organizations. Compensation range \$212–\$311,744; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$170,931); for reference, expenses \$375,958 and assets \$3,233,123. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Jo Alison Gjertson-frederickson, reported title " <i>Vice President</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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 peers 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	93 rd

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 (Jo Alison Gjertson-frederickson) 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 198 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$191,743 is reasonable (approximately the 99th 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.