

Thin Man Dance Inc

Executive Director / CEO

EIN 133922974
 NY · NTEE A620
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **John Jasperse, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

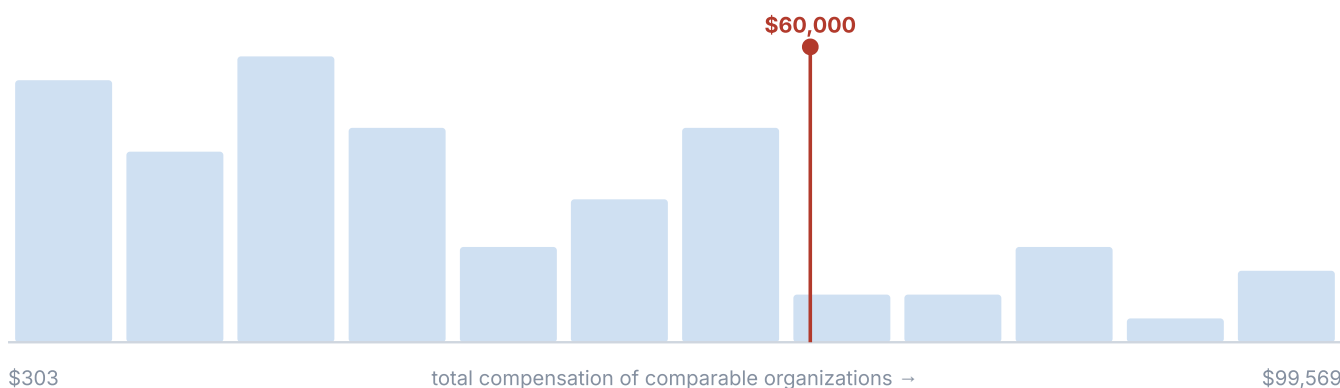
Benchmarked executive: John Jasperse — reported title “BOARD MEMBER/EXECUTIVE AND ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A620).
- BUDGET** Total revenue between \$117,750 and \$263,620 — 0.67x to 1.50x the subject's \$175,747 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,250	\$14,407	\$29,463	\$51,642	\$79,256	\$60,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 NY 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
Wild Space Inc	WI	\$173,970	Managing Dir	\$26,594	\$29,854	2024
Center For Modern Dance Education Inc	NJ	\$180,036	Artistic Director	\$21,150	\$19,775	2025
Danceworks Chicago Inc Nfp	IL	\$183,426	Executive Dir.	\$62,246	\$64,083	2025
Vangelina Theater Inc	NY	\$167,010	Artistic Director, Board Member, Teacher	\$58,100	\$58,100	2023
Calidanza Dance Company	CA	\$185,250	C/o	\$18,575	\$17,241	2024
Steamboat Dance Theatre	CO	\$166,190	Executive Dir.	\$28,585	\$29,463	2024
Anikaya Akhra Inc	MA	\$185,771	Artistic Director	\$9,700	\$9,370	2024
Nca Dance Studio	CA	\$188,340	Director	\$4,421	\$4,225	2023
Keigwin And Company Inc	NY	\$190,606	Executive Di	\$51,458	\$51,458	2023
Fist & Heel Performance Group	NY	\$191,790	Executive Director	\$35,800	\$34,773	2024
Mashup Contemporary Dance Company	CA	\$158,587	Executive Direcor	\$9,728	\$9,029	2024
Flamenco Denver	CO	\$156,978	Executive Dir.	\$55,434	\$57,136	2024
Ballet Des Ameriques School & Company Inc	NY	\$195,967	Pres/exec Director	\$33,866	\$32,894	2024
American Dance Machine For The 21st Century	NY	\$153,425	President	\$5,250	\$5,250	2023
Huntington Dance Theatre Ltd	WV	\$203,908	Studio Director	\$11,600	\$13,500	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leap Of Faith Arts Ministries	IL	\$204,024	Director	\$18,819	\$20,474	2023
Edge School Of The Arts Dance Legacy Inc	NY	\$204,650	Director	\$80,000	\$80,000	2023
Eryc Taylor Dance Incorporated	NY	\$205,752	President	\$24,700	\$24,700	2023
Thresh Inc	NY	\$145,439	Executive Director	\$84,000	\$81,590	2024
Dancing Classrooms Greater Richmond	VA	\$145,056	Executive Di	\$51,217	\$54,726	2023
Arts Live Theatre Inc	AR	\$206,979	Executive Director	\$42,760	\$51,664	2024
Nrithya Sangeeth	IL	\$206,990	Officer	\$90,000	\$97,917	2023
Traffic Jam Inc	IL	\$210,150	President	\$9,895	\$10,456	2024
Heart Of Dance	MN	\$212,823	Interim Executive Director	\$47,878	\$50,852	2024
Exit 12 Dance Company Inc	NY	\$137,207	Executive Director & Board Director	\$4,956	\$4,814	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 71 organizations. Compensation range \$303–\$99,569; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$175,747); for reference, expenses \$164,502 and assets \$1,031,637.

ROLE MATCH John Jasperse, reported title "*BOARD MEMBER/EXECUTIVE AND ARTISTIC DIRECTOR*", 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	83 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 (John Jasperse) 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 10, 2026, comparing compensation against 71 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 83rd 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 10, 2026.