

Dance Films Association Inc

Executive Director / CEO

EIN 136125002
 NY · NTEE A31Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michele Thompson, Executive Director / CEO** (\$38,750) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Michele Thompson — 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 (A31Z).

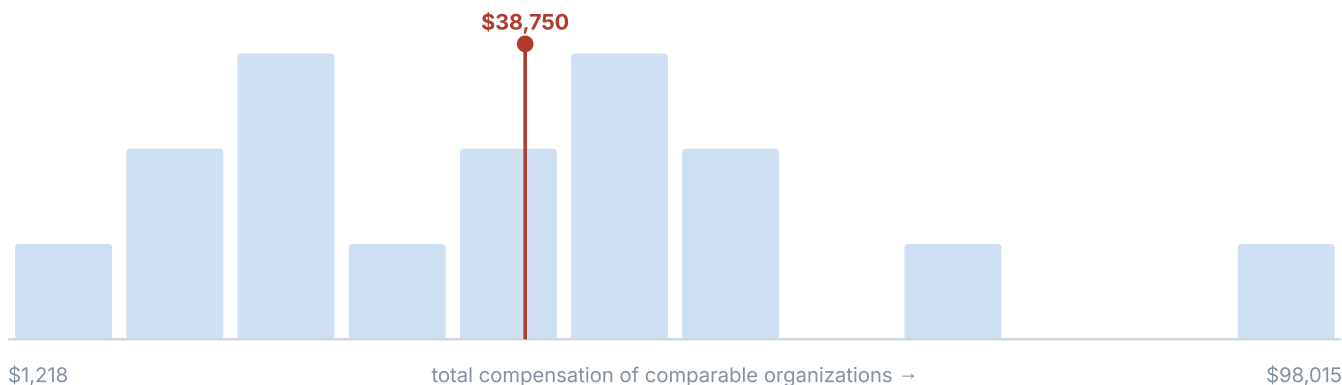
BUDGET Total revenue between \$86,192 and \$192,969 — 0.67x to 1.50x the subject's \$128,646 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,589	\$20,809	\$37,428	\$46,101	\$61,492	\$38,750
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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
Woods Hole Film Festival Inc	MA	\$127,022	Vice President/treasurer	\$46,731	\$43,975	2025
Miami Short Film Festival Inc	FL	\$131,124	Executive Director	\$36,000	\$37,426	2023
Ccff - Crystal Clear Film Foundation	TX	\$115,902	Treasurer	\$1,100	\$1,218	2023
Chicago Film Society	IL	\$143,760	Executive Director	\$12,999	\$13,737	2024
Opheliasmedia Films Inc	GA	\$111,500	Director	\$45,950	\$49,663	2024
Open Eye Pictures Inc	CA	\$147,325	President	\$105,600	\$98,015	2024
Fairhope Film Festival Inc	AL	\$108,523	Executive Director	\$16,000	\$19,129	2023
Jezebel Productions Inc	NY	\$105,154	Executive Di	\$22,000	\$21,369	2024
Out At The Movies	NC	\$104,603	Executive Director Effective Aug 2024	\$13,902	\$15,440	2024
Maiden Alley Cinema	KY	\$153,899	Executive Director	\$19,385	\$22,387	2024
Berlin And Beyond Inc	CA	\$96,436	Director	\$47,000	\$44,913	2023
Documentaries Seattle	WA	\$162,200	President	\$45,000	\$43,307	2024
Journeys In Film	NM	\$164,417	Executive Director	\$32,375	\$37,429	2024
Frozen River Film Festival	MN	\$179,789	Executive Director - Past	\$49,824	\$51,555	2025
Film Florida Inc	FL	\$188,257	Executive Di	\$70,735	\$71,428	2024
Washington West International Film Festival	VA	\$191,397	President	\$27,500	\$29,384	2023

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	16 organizations. Compensation range \$1,218–\$98,015; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$128,646); for reference, expenses \$104,686 and assets \$97,961.
ROLE MATCH	Michele Thompson, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	56 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 (Michele Thompson) 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 16 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,750 is reasonable (approximately the 56th 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.