

# Dance Entropy Inc

Executive Director / CEO

EIN 204388158  
 NY · NTEE A62  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Valerie Green, Executive Director / CEO** (\$97,300) 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 **88<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Valerie Green — reported title "Advisor", 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 (A62).
- BUDGET** Total revenue between \$290,710 and \$650,844 — 0.67x to 1.50x the subject's \$433,896 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A62) + NY + 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



\$18,705	\$44,480	\$71,781	\$82,440	\$97,758	\$97,300
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 88TH
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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
<a href="#">Dances For A Variable Population Inc</a>	NY	\$445,656	Board Member/executive Director	\$69,054	<b>\$72,975</b>	2023
<a href="#">Dmf Youth Inc</a>	NY	\$417,709	Executive Director, Member	\$69,200	<b>\$73,129</b>	2023
<a href="#">New York Dance Theatre Inc</a>	NY	\$401,286	Executive Artistic Director	\$43,333	<b>\$44,480</b>	2024
<a href="#">Flight Path Dance Foundation Inc</a>	NY	\$396,508	Program Director	\$106,276	<b>\$109,088</b>	2024
<a href="#">Big Dance Theater Inc</a>	NY	\$395,854	Executive Director	\$80,315	<b>\$82,440</b>	2024
<a href="#">Covenant Ballet Theatre Of Brooklyn</a>	NY	\$475,054	Executive Director	\$80,000	<b>\$82,117</b>	2024
<a href="#">Art Sweats Inc</a>	NY	\$379,913	Executive Director	\$40,270	<b>\$42,556</b>	2023
<a href="#">Dance Heginbotham Inc</a>	NY	\$372,989	Artistic Dir	\$14,675	<b>\$14,675</b>	2025
<a href="#">Dancing Dreams</a>	NY	\$524,733	Executive Dir.	\$69,931	<b>\$71,781</b>	2024
<a href="#">Misnomer Inc</a>	NY	\$526,955	Artistic Direct/ceo	\$290,264	<b>\$306,744</b>	2023
<a href="#">Diversity Of Dance Inc</a>	NY	\$334,776	Artistic Director	\$15,825	<b>\$16,723</b>	2023
<a href="#">Dova Inc</a>	NY	\$541,296	Executive Director And Artistic Director	\$83,566	<b>\$83,566</b>	2025
<a href="#">Afro Brazil Arts Inc</a>	NY	\$324,806	Board Chair, President	\$87,880	<b>\$90,205</b>	2024
<a href="#">Latsky Dance Inc</a>	NY	\$324,119	Treasurer	\$63,500	<b>\$67,105</b>	2023
<a href="#">Dance Project Of Washington Heights Inc</a>	NY	\$545,344	Executive Director/ Director	\$66,624	<b>\$70,407</b>	2023
<a href="#">Moving Theater</a>	NY	\$306,167	Artist	\$18,950	<b>\$20,026</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Triskelion Arts-kick-standance Inc</a>	NY	\$573,903	Executive Dir.	\$62,295	<b>\$65,832</b>	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 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 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	17 organizations. Compensation range \$14,675–\$306,744; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$433,896); for reference, expenses \$384,112 and assets \$677,114.
ROLE MATCH	Valerie Green, reported title <i>"Advisor"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	<b>88<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>88<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>88<sup>th</sup></b>
All sources (D + E + F), adjusted	<b>88<sup>th</sup></b>

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

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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 (Valerie Green) 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 (A62) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,300 is reasonable (approximately the 88<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.