

Dzanc Books Inc

Executive Director / CEO

EIN 205405226

MI · NTEE A33

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Dotter, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

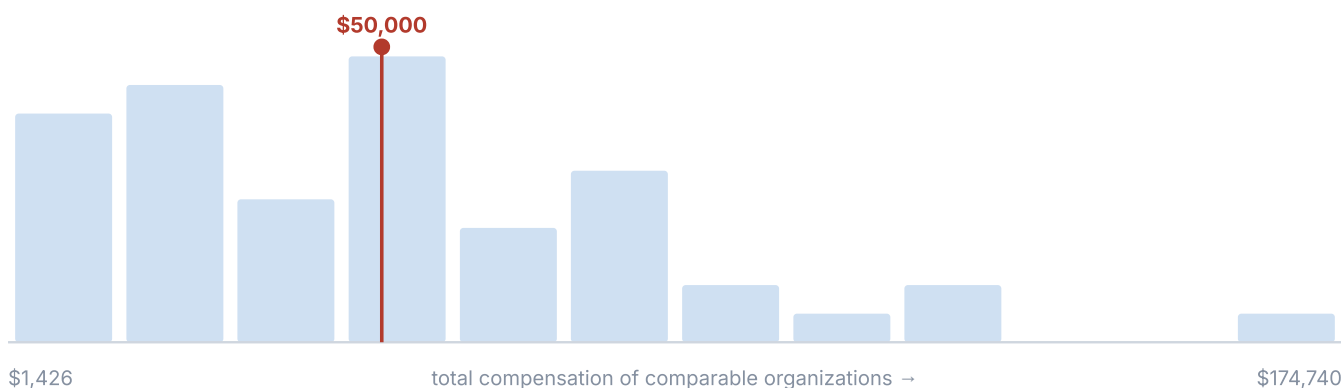
Benchmarked executive: Michelle Dotter — reported title “Editor-in-Chief”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A33).
BUDGET	Total revenue between \$145,837 and \$326,502 — 0.67x to 1.50x the subject's \$217,668 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A33), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,789	\$23,938	\$48,829	\$72,446	\$96,170	\$50,000
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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 MI 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
Sustainability Institute Inc	VT	\$216,115	Co-director	\$87,245	\$85,077	2023
Inlandia Institute Inc	CA	\$213,419	Executive Director	\$64,220	\$52,185	2024
Superstars Writing	CO	\$212,953	Member	\$24,570	\$22,825	2023
Targum Publishing Company	NJ	\$209,199	Editor In Chief - Member	\$10,226	\$8,592	2024
The Observer	IN	\$227,989	Editor-in-chief	\$5,396	\$5,513	2023
The Denver Homeless Voice	CO	\$201,906	Executive Director	\$56,375	\$52,372	2023
Fellowship For Intentional Community Inc	MO	\$200,800	Manager	\$19,462	\$19,398	2024
The Land Cle	OH	\$234,577	Executive Director	\$79,000	\$78,740	2024
Evangelical Press Association Inc	AZ	\$235,359	Executive Director	\$83,936	\$74,005	2025
Republic Of Letters	WA	\$236,809	President, Publisher, Editor	\$67,750	\$57,080	2024
Rain Taxi Inc	MN	\$238,044	Executive Director	\$45,958	\$43,996	2023
Anyone Corporation	NY	\$239,192	Vp & Treasurer	\$30,000	\$25,510	2024
Focus Press Inc	TN	\$243,304	Employee	\$28,000	\$28,515	2023
Latin American Perspectives Inc	CA	\$190,599	Vice President	\$19,875	\$16,150	2024
Western States Communication Association	MT	\$187,356	Executive Director	\$12,500	\$13,054	2023
Media Ecosystems Analysis	MA	\$184,241	President &	\$126,160	\$109,836	2023
India Childrens Press	CA	\$183,719	Ceo	\$55,000	\$46,012	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lantern Publishing & Media	NY	\$181,699	President	\$50,000	\$42,518	2024
Bibliographical Society Of America	NY	\$254,548	Executive Director	\$84,584	\$71,926	2024
The Codex Foundation	CA	\$180,771	Executive Di	\$85,500	\$69,476	2024
Catamaran Literary Reader	CA	\$178,599	Executive Director	\$91,952	\$74,719	2024
Dialogue Foundation	UT	\$176,457	Trustee	\$27,500	\$26,486	2024
The Massachusetts Review Inc	MA	\$262,636	Managing Editor	\$36,864	\$32,094	2023
Border Belt Reporting Inc	NC	\$172,493	President	\$25,000	\$24,309	2024
Reconciliation An Intl Network Of Churches And	PA	\$262,893	President	\$12,500	\$11,730	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	48 organizations. Compensation range \$1,426–\$174,740; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,668); for reference, expenses \$220,083 and assets \$70,099.
ROLE MATCH	Michelle Dotter, reported title <i>"Editor-in-Chief"</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.
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	52 nd
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	52 nd

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 (Michelle Dotter) 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 48 similarly situated organizations (Same NTEE sector (A33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 52nd 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.