

The Roxey Ballet Company

Executive Director / CEO

EIN 223466604

NJ · NTEE A63

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mark A Roxey, Executive Director / CEO** (\$78,000) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

Benchmarked executive: Mark A Roxey — reported title “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

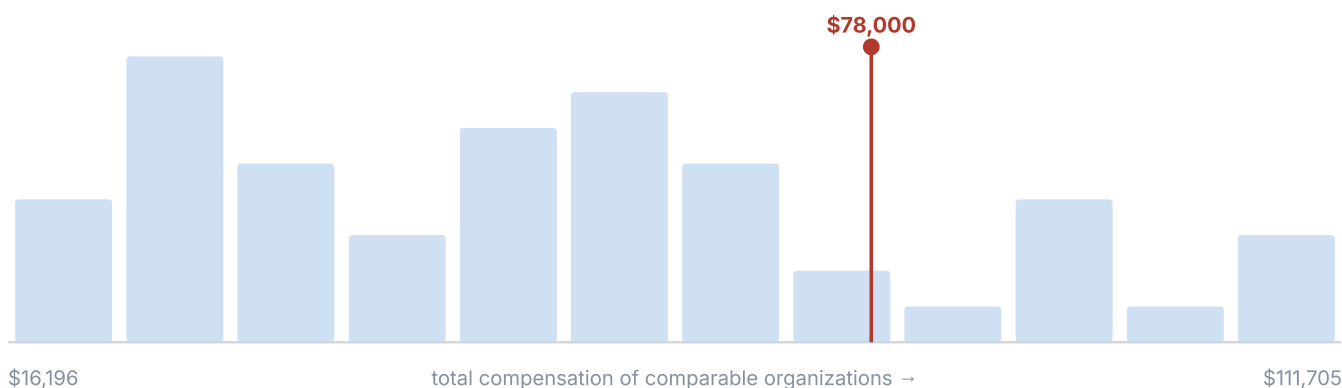
SECTOR Organizations sharing the subject's NTEE classification (A63).

BUDGET Total revenue between \$313,121 and \$701,019 — 0.67x to 1.50x the subject's \$467,346 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,847	\$34,176	\$54,481	\$70,722	\$92,277	\$78,000
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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 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
Avant Chamber Ballet Inc	TX	\$466,768	Creative Director	\$13,679	\$16,196	2023
Winston Salem Festival Ballet	NC	\$470,888	Founder & Artistic Director	\$22,300	\$26,490	2024
San Diego Academy Of Ballet & Ballet Theatre	CA	\$463,381	Executive Director	\$115,500	\$111,705	2025
Musical Theatre Works	CA	\$471,911	Art. Director	\$94,338	\$93,652	2024
Roanoke Ballet Theatre Inc	VA	\$474,019	Executive Di	\$94,400	\$104,788	2024
Childrens Ballet Of San Antonio	TX	\$460,569	Executive Dir.	\$25,000	\$29,599	2023
Naples Ballet And Company Inc	FL	\$459,852	Coo, Artistic Director	\$84,938	\$91,734	2024
Triangle Youth Ballet	NC	\$456,035	Pres/artistic Director	\$28,770	\$34,176	2024
Cincinnati Ballet Holdings Inc	OH	\$479,970	President	\$21,906	\$27,462	2023
New Albany Childrens Ballet Theatre	OH	\$485,603	Secretary	\$44,732	\$54,469	2024
Ballet North Texas	TX	\$487,964	Executive Director	\$24,000	\$27,600	2024
Hawaii Ballet Theatre For Youth	HI	\$444,762	Director	\$25,800	\$27,340	2023
The Rosin Box Project Inc	CA	\$444,336	Art Dir/ceo	\$60,320	\$59,881	2024
Alabama Dance Works Inc	AL	\$505,413	Executive Di	\$45,653	\$56,702	2024
Miami Youth Ballet Inc	FL	\$428,400	President	\$36,916	\$39,870	2024
Ballet Works Inc	MN	\$419,448	Executive Director	\$54,150	\$59,928	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wichita Falls Ballet Theatre Inc	TX	\$419,261	Executive Director	\$26,985	\$31,033	2024
Cecchetti Council Of America Inc	MI	\$515,949	Treasurer/bus Manager	\$33,000	\$40,316	2023
Brighton Ballet Theater Co Inc	NY	\$525,857	President	\$47,580	\$50,888	2023
Ballet Theatre Of Ashburn Inc	VA	\$528,175	Director	\$32,900	\$36,520	2024
Ballet Frontier Of Texas	TX	\$405,308	Artistic Director	\$47,375	\$54,481	2024
Morballet Inc	NY	\$397,888	President	\$35,596	\$36,979	2024
Kingsport Ballet	TN	\$382,919	Executive Di	\$43,750	\$52,870	2024
Bluegrass Youth Ballet Inc	KY	\$553,141	Artistic Director	\$63,718	\$78,702	2024
Mississippi Metropolitan Ballet	MS	\$380,724	Former Executive Director	\$19,667	\$25,182	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 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 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 49 organizations. Compensation range \$16,196–\$111,705; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$467,346); for reference, expenses \$484,672 and assets \$308,012.

ROLE MATCH Mark A Roxey, reported title "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 2 peers 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	78 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	73 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 (Mark A Roxey) 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 49 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,000 is reasonable (approximately the 78th 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.