

Happendance Inc

Executive Director / CEO

EIN 237034512
 MI · NTEE A62Z
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Melissa Lilje, Executive Director / CEO** (\$35,892) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

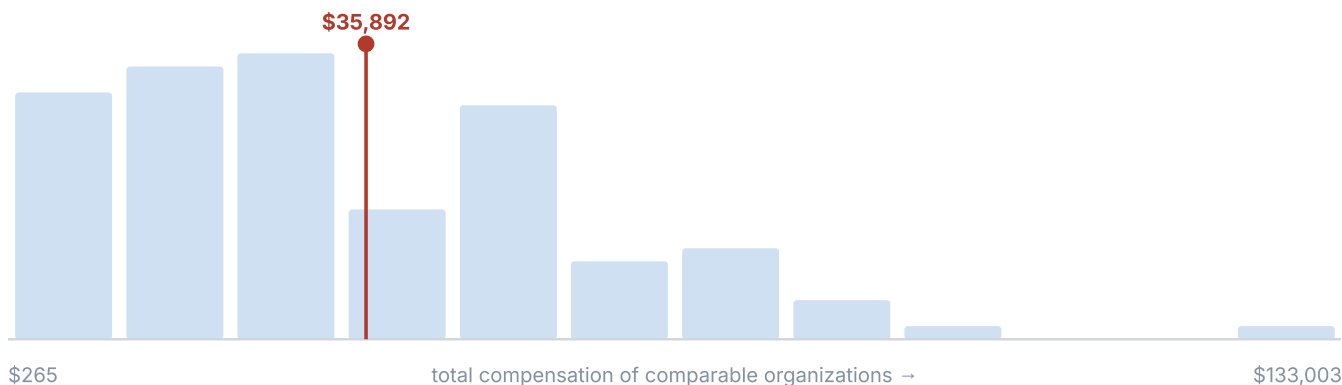
Benchmarked executive: Melissa Lilje — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62Z).
BUDGET	Total revenue between \$151,129 and \$338,349 — 0.67x to 1.50x the subject's \$225,566 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,199	\$15,588	\$30,034	\$49,104	\$69,581	\$35,892
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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
Gafa Studios	NC	\$226,424	President	\$24,000	\$23,336	2024
Mdsa Foundation	TX	\$224,425	President	\$1,080	\$1,047	2023
Sb Dance	UT	\$223,976	Executive Dir.	\$42,500	\$40,933	2024
Ti Tango Lovers Organization Inc	FL	\$223,495	Coo	\$21,600	\$19,659	2023
Namah Ensemble Inc	CA	\$223,420	Director/pre	\$23,000	\$18,689	2024
Jazz Of Yuma Inc	AZ	\$227,755	Executive Director	\$25,200	\$22,806	2024
The Arte Flamenco Dance Theatre Inc	CA	\$227,916	President	\$24,814	\$20,759	2023
Dance Masters Of New England Chapter 5 Inc	MA	\$222,168	President	\$1,000	\$845	2024
Stockton Folk Dance Camp	CA	\$229,159	Director	\$2,700	\$2,194	2024
Ellen Sinopoli Dance Company Inc	NY	\$221,500	Director	\$12,040	\$10,239	2024
Issaquah Dance Theatre Ensemble	WA	\$220,686	Artistic Dir	\$103,462	\$87,169	2024
Homestead Youth Arts Center Inc	FL	\$219,882	President	\$29,500	\$26,079	2024
Rejoice Diaspora Dance Theater	OR	\$231,453	President	\$23,869	\$20,859	2024
Dance Augusta Inc	GA	\$231,610	President	\$9,900	\$9,367	2024
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$15,202	2024
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$6,023	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bach Dancing & Dynamite Society Of Wisconsin Inc	WI	\$218,705	Executive Director	\$51,420	\$50,535	2024
Resilience Dance Company Stl	MO	\$232,570	Executive And Artistic Director	\$23,803	\$23,113	2025
Miami Dance Futures Inc	FL	\$217,941	President	\$4,560	\$4,150	2023
New Dialect	TN	\$217,297	Director	\$44,375	\$45,191	2023
Pack Dance	MO	\$216,838	Executive Director	\$84,078	\$83,801	2024
Black Label Movement	MN	\$216,725	President	\$13,327	\$12,073	2025
Encinitas Ballet Academy And Arts Center	CA	\$234,736	Ceo, Artistic Director	\$43,750	\$36,601	2023
Jon Lehrer Dance Inc	NY	\$216,161	Artistic Director/board Member	\$36,800	\$30,486	2025
Dance Studies Association	IL	\$236,904	Executive Director	\$50,797	\$46,995	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 108 organizations. Compensation range \$265–\$133,003; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$225,566); for reference, expenses \$222,427 and assets \$19,028.

ROLE MATCH Melissa Lilje, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	57 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	57 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 (Melissa Lilje) 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 108 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,892 is reasonable (approximately the 57th 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.