

# Danceworks Chicago Inc Nfp

Executive Director / CEO

EIN 260281932  
 IL · NTEE A62  
 FY ending 2025-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Julie Nakagawa, Executive Director / CEO** (\$62,246) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

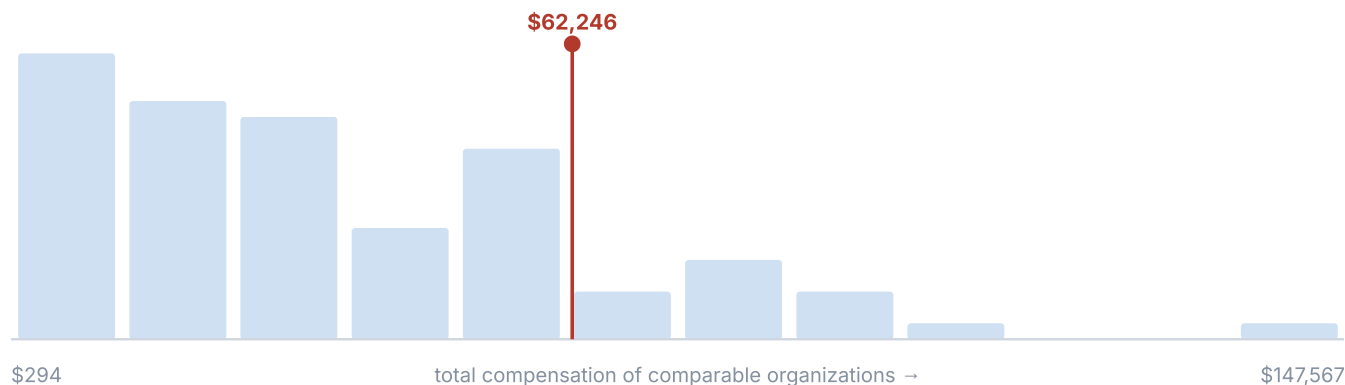
**Benchmarked executive:** Julie Nakagawa — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

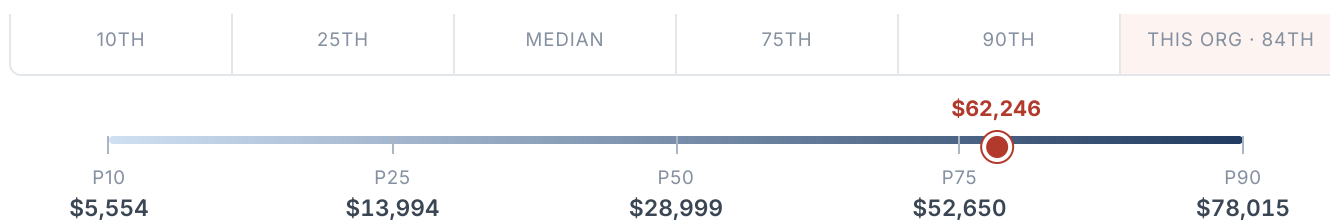
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$122,895 and \$275,139 — 0.67x to 1.50x the subject's \$183,426 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

**79** organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,554	\$13,994	\$28,999	\$52,650	\$78,015	\$62,246
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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 IL 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="#">Calidanza Dance Company</a>	CA	\$185,250	C/o	\$18,575	<b>\$16,746</b>	2024
<a href="#">Anikaya Akhra Inc</a>	MA	\$185,771	Artistic Director	\$9,700	<b>\$9,101</b>	2024
<a href="#">Center For Modern Dance Education Inc</a>	NJ	\$180,036	Artistic Director	\$21,150	<b>\$19,208</b>	2025
<a href="#">Nca Dance Studio</a>	CA	\$188,340	Director	\$4,421	<b>\$4,104</b>	2023
<a href="#">Keigwin And Company Inc</a>	NY	\$190,606	Executive Di	\$51,458	<b>\$49,983</b>	2023
<a href="#">Thin Man Dance Inc</a>	NY	\$175,747	Board Member/executive And Artistic Director	\$60,000	<b>\$58,280</b>	2023
<a href="#">Fist &amp; Heel Performance Group</a>	NY	\$191,790	Executive Director	\$35,800	<b>\$33,776</b>	2024
<a href="#">Wild Space Inc</a>	WI	\$173,970	Managing Dir	\$26,594	<b>\$28,999</b>	2024
<a href="#">Ballet Des Ameriques School &amp; Company Inc</a>	NY	\$195,967	Pres/exec Director	\$33,866	<b>\$31,951</b>	2024
<a href="#">Vangeline Theater Inc</a>	NY	\$167,010	Artistic Director, Board Member, Teacher	\$58,100	<b>\$56,435</b>	2023
<a href="#">Steamboat Dance Theatre</a>	CO	\$166,190	Executive Dir.	\$28,585	<b>\$28,618</b>	2024
<a href="#">Huntington Dance Theatre Ltd</a>	WV	\$203,908	Studio Director	\$11,600	<b>\$13,114</b>	2024
<a href="#">Leap Of Faith Arts Ministries</a>	IL	\$204,024	Director	\$18,819	<b>\$19,887</b>	2023
<a href="#">Edge School Of The Arts Dance Legacy Inc</a>	NY	\$204,650	Director	\$80,000	<b>\$77,706</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Eryc Taylor Dance Incorporated</a>	NY	\$205,752	President	\$24,700	<b>\$23,992</b>	2023
<a href="#">Arts Live Theatre Inc</a>	AR	\$206,979	Executive Director	\$42,760	<b>\$50,183</b>	2024
<a href="#">Nrithya Sangeeth</a>	IL	\$206,990	Officer	\$90,000	<b>\$95,110</b>	2023
<a href="#">Mashup Contemporary Dance Company</a>	CA	\$158,587	Executive Director	\$9,728	<b>\$8,770</b>	2024
<a href="#">Flamenco Denver</a>	CO	\$156,978	Executive Dir.	\$55,434	<b>\$55,498</b>	2024
<a href="#">Traffic Jam Inc</a>	IL	\$210,150	President	\$9,895	<b>\$10,157</b>	2024
<a href="#">Heart Of Dance</a>	MN	\$212,823	Interim Executive Director	\$47,878	<b>\$49,395</b>	2024
<a href="#">American Dance Machine For The 21st Century</a>	NY	\$153,425	President	\$5,250	<b>\$5,099</b>	2023
<a href="#">Jon Lehrer Dance Inc</a>	NY	\$216,161	Artistic Director/board Member	\$36,800	<b>\$33,825</b>	2025
<a href="#">Black Label Movement</a>	MN	\$216,725	President	\$13,327	<b>\$13,395</b>	2025
<a href="#">Pack Dance</a>	MO	\$216,838	Executive Director	\$84,078	<b>\$92,978</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 79 organizations. Compensation range \$294–\$147,567; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$183,426); for reference, expenses \$276,358 and assets \$286,383. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Julie Nakagawa, reported title " <i>Executive Dir.</i> ", 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	84 <sup>th</sup>

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 (Julie Nakagawa) 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 79 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,246 is reasonable (approximately the 84<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.