

Dances For A Variable Population Inc

Executive Director / CEO

EIN 264572204

NY · NTEE A62

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Naomi Goldberg Haas, Executive Director / CEO** (\$69,054) 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 **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Naomi Goldberg Haas — reported title “BOARD MEMBER/EXECUTIVE 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 (A62).

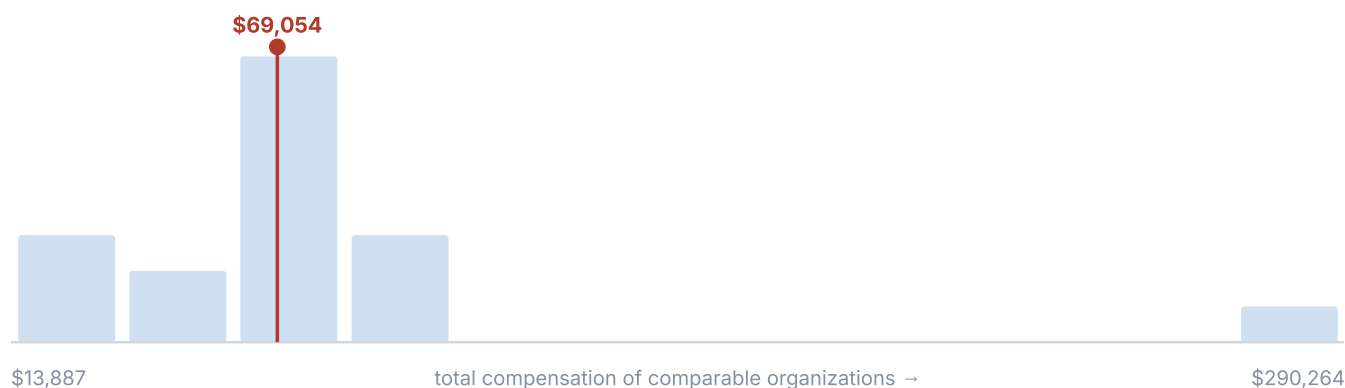
BUDGET Total revenue between \$298,589 and \$668,484 — 0.67x to 1.50x the subject's \$445,656 (the band tightens as size grows).

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



\$17,700

\$42,090

\$67,925

\$79,076

\$96,534

\$69,054



● 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
Dance Entropy Inc	NY	\$433,896	Advisor	\$97,300	\$92,072	2025
Dmf Youth Inc	NY	\$417,709	Executive Director, Member	\$69,200	\$69,200	2023
Covenant Ballet Theatre Of Brooklyn	NY	\$475,054	Executive Director	\$80,000	\$77,705	2024
New York Dance Theatre Inc	NY	\$401,286	Executive Artistic Director	\$43,333	\$42,090	2024
Flight Path Dance Foundation Inc	NY	\$396,508	Program Director	\$106,276	\$103,227	2024
Big Dance Theater Inc	NY	\$395,854	Executive Director	\$80,315	\$78,011	2024
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$40,270	2023
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$13,887	2025
Dancing Dreams	NY	\$524,733	Executive Dir.	\$69,931	\$67,925	2024
Misnomer Inc	NY	\$526,955	Artistic Direct/ceo	\$290,264	\$290,264	2023
Dova Inc	NY	\$541,296	Executive Director And Artistic Director	\$83,566	\$79,076	2025
Dance Project Of Washington Heights Inc	NY	\$545,344	Executive Director/ Director	\$66,624	\$66,624	2023
Diversity Of Dance Inc	NY	\$334,776	Artistic Director	\$15,825	\$15,825	2023
Afro Brazil Arts Inc	NY	\$324,806	Board Chair, President	\$87,880	\$85,359	2024
Latsky Dance Inc	NY	\$324,119	Treasurer	\$63,500	\$63,500	2023
Triskelion Arts-kick-standance Inc	NY	\$573,903	Executive Dir.	\$62,295	\$62,295	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Moving Theater	NY	\$306,167	Artist	\$18,950	\$18,950	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 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 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.

Sample, role match & sensitivity

PEER COUNT 17 organizations. Compensation range \$13,887–\$290,264; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$445,656); for reference, expenses \$522,983 and assets \$540,000.

ROLE MATCH Naomi Goldberg Haas, reported title *"BOARD MEMBER/EXECUTIVE 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.**

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	53rd
Total compensation (D + F), as reported (no adjustments)	47th
Reportable pay only (column D), adjusted	53rd
All sources (D + E + F), adjusted	53rd

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 (Naomi Goldberg Haas) 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 \$69,054 is reasonable (approximately the 53rd 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.