

Integrity Dance Center Inc

Executive Director / CEO

EIN 264775359

FL · NTEE A62

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Maria Weatherbee, Executive Director / CEO** (\$26,739) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

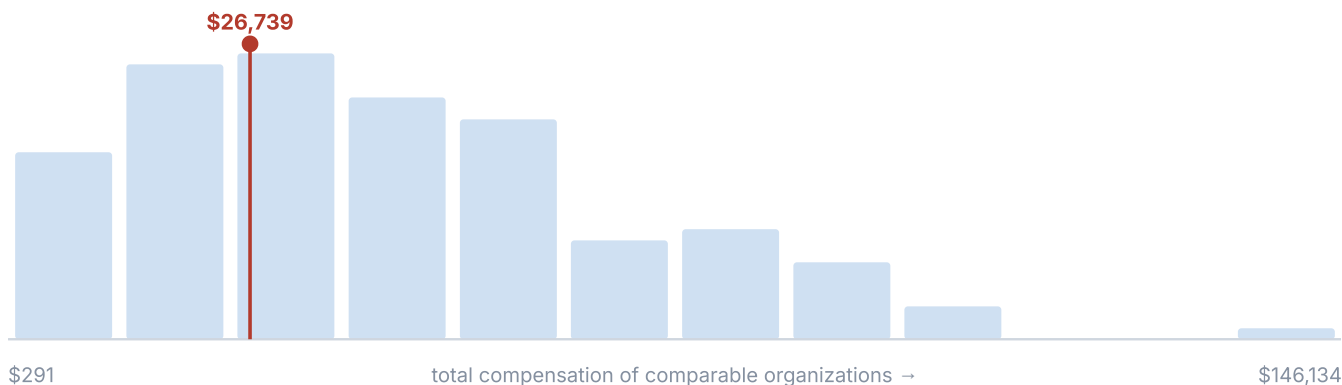
Benchmarked executive: Maria Weatherbee — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$201,290 and \$450,651 — 0.67x to 1.50x the subject's \$300,434 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,153	\$21,406	\$37,845	\$55,791	\$82,017	\$26,739
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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 FL 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
New Expressive Works	OR	\$300,355	Executive Director & Board Chair	\$34,100	\$32,742	2024
Georgia Metropolitan Dance Theatre Inc	GA	\$300,798	Artistic Director	\$19,456	\$20,824	2023
Cerqua Rivera Dance Theatre	IL	\$299,861	Artistic Dir.	\$44,604	\$44,171	2025
The High Steppers Drill Team Inc	CA	\$302,799	President	\$53,800	\$46,796	2025
Ravel Dance Company Inc	VA	\$304,284	President	\$25,000	\$24,958	2024
Rockford Dance Company	IL	\$306,069	Director	\$13,305	\$13,924	2023
Moving Theater	NY	\$306,167	Artist	\$18,950	\$18,228	2023
Chicago Dance Health Fund	IL	\$309,642	Executive Dir.	\$81,397	\$85,183	2023
Saratoga Springs Youth Ballet Inc	NY	\$290,227	Chairwoman	\$55,638	\$51,983	2024
1520 Arts	UT	\$312,275	Ceo	\$30,525	\$33,256	2023
Kairos Alive	MN	\$312,347	Executive Director	\$51,292	\$53,950	2023
Pioneer Winter Collective Inc	FL	\$287,596	Executive Director	\$43,529	\$43,529	2023
Dance Moves Stl	MO	\$287,414	Executive Director	\$58,000	\$61,879	2025
Keane Sense Of Rhythm Inc	MN	\$286,852	Executive Director	\$60,902	\$62,221	2024
Abhinaya Dance Company Of San Jose	CA	\$286,824	Secretary	\$7,500	\$6,894	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Uptown Dance Company	TX	\$286,613	Executive Director	\$33,350	\$34,493	2024
Celebrate The Beat	CO	\$285,601	Managing Dir.	\$61,250	\$60,725	2024
Headlong Dance Theater Inc	PA	\$284,717	President	\$45,000	\$49,728	2022
Knickerbocker Cotillion Inc	NJ	\$284,220	Executive Dir.	\$38,000	\$35,080	2024
Layerhythm Productions Inc	NY	\$283,841	President	\$46,271	\$43,230	2024
The Pop-up Project	TN	\$321,591	Executive Director	\$51,923	\$56,430	2024
Heart For Dance	MI	\$278,671	Director	\$26,000	\$27,747	2024
Danceability Inc	NY	\$278,210	Executive Di	\$58,865	\$56,622	2023
Latsky Dance Inc	NY	\$324,119	Treasurer	\$63,500	\$61,080	2023
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$52,188	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 140 organizations. Compensation range \$291–\$146,134; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$300,434); for reference, expenses \$368,061 and assets \$385,716.

ROLE MATCH Maria Weatherbee, reported title "*PRESIDENT*", 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 2 peers 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	34 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 (Maria Weatherbee) 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 140 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,739 is reasonable (approximately the 34th 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.