

West Chester Dance Works

Executive Director / CEO

EIN 300080438

PA · NTEE O50

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Diane Matthews, Executive Director / CEO** (\$28,025) against **every comparable organization** that fit the selection criteria — **497** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Diane Matthews — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

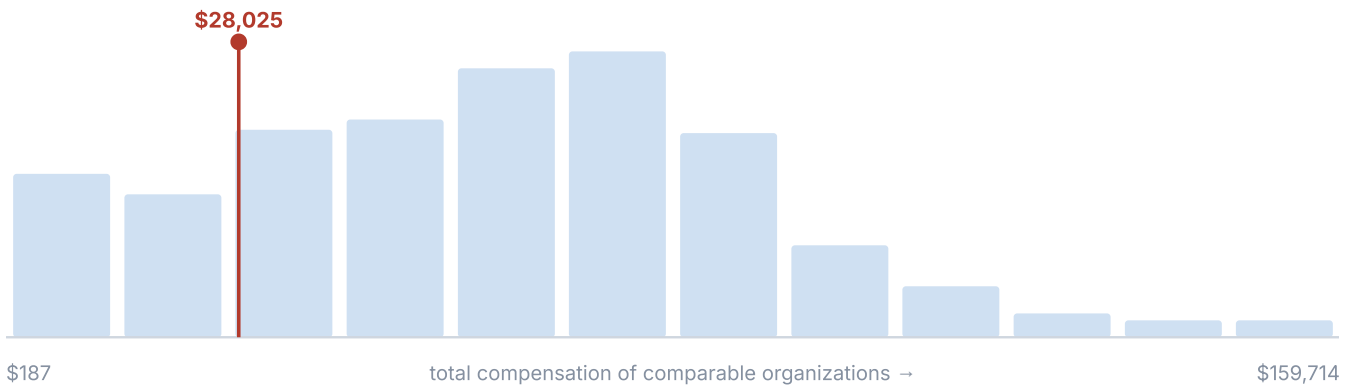
SECTOR Organizations sharing the subject's NTEE classification (O50).

BUDGET Total revenue between \$216,369 and \$484,410 — 0.67x to 1.50x the subject's \$322,940 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

497 organizations qualified on sector, size, and geography → **497** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,542	\$33,613	\$58,483	\$79,059	\$98,717	\$28,025
----------	----------	----------	----------	----------	----------



● 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 PA 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
Total Foundation Inc	MD	\$323,666	President & Ceo	\$85,500	\$84,707	2023
Deliver Hope Inc	AR	\$322,187	Executive Di	\$38,184	\$45,483	2023
Shape Nw Inc	WA	\$324,380	President	\$32,000	\$31,605	2022
Know2	SC	\$321,474	Executive Director	\$38,400	\$41,235	2024
Mahomet Area Youth Club	IL	\$321,187	Executive Director	\$47,865	\$48,436	2024
Ikaika Hawaii (Watermans Academy)	HI	\$321,063	President/ceo Coach	\$75,739	\$69,797	2024
Mel's Academy Inc	IN	\$324,994	President/ceo	\$11,152	\$12,105	2024
Team 5 18 Ministries	LA	\$319,673	President/executive Director	\$98,630	\$108,906	2025
Girls On The Run South Georgia	GA	\$319,672	Executive Director	\$55,750	\$57,698	2024
Big Brothers Big Sisters Of The	MD	\$326,665	Executive Di	\$76,678	\$73,788	2024
Idaho High School Rodeo Association	ID	\$319,180	Secretary & Treasurer	\$5,000	\$5,334	2025
Think Make Live Youth	OH	\$327,001	Chair	\$19,950	\$21,750	2024
Cherokee Focus Inc	GA	\$327,594	Ceo And Ex D	\$102,921	\$109,665	2023
Camp Claire Inc	CT	\$327,605	Camp Co-director	\$8,000	\$7,949	2023
Crested Butte Development Team	CO	\$327,642	Director	\$34,000	\$34,548	2023
Girls On The Run Rhode Island	RI	\$327,669	Executive Dir.	\$60,674	\$58,340	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Try Pie	IA	\$318,157	Vice President	\$14,361	\$16,185	2024
Chicago Mobile Makers	IL	\$327,876	Executive Director	\$114,444	\$115,809	2024
Peruvian Hearts	CO	\$328,418	Executive Director	\$65,000	\$66,049	2023
Sozo Missions Inc	FL	\$317,173	Vice President	\$54,423	\$52,625	2024
Authoring Action	NC	\$316,451	Executive Director	\$42,300	\$46,317	2023
One For One Chicago	IL	\$316,353	Executive Director	\$107,000	\$108,276	2024
Girls On The Run - Sierras	NV	\$316,126	Executive Di	\$97,520	\$100,616	2024
All For One Inc	GA	\$315,806	Executive Di	\$44,500	\$46,055	2024
Youth Run Nola Inc	LA	\$315,470	Executive Director	\$44,601	\$52,044	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	497 organizations. Compensation range \$187–\$159,714; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$322,940); for reference, expenses \$366,674 and assets \$203,185.
ROLE MATCH	Diane Matthews, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	20 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 (Diane Matthews) 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 497 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,025 is reasonable (approximately the 20th 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.