

Central Indiana Dance Ensemble

Executive Director / CEO

EIN 352119055

IN · NTEE A62

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Jacobs, Executive Director / CEO** (\$21,900) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Ashley Jacobs — reported title “ARTISTIC 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

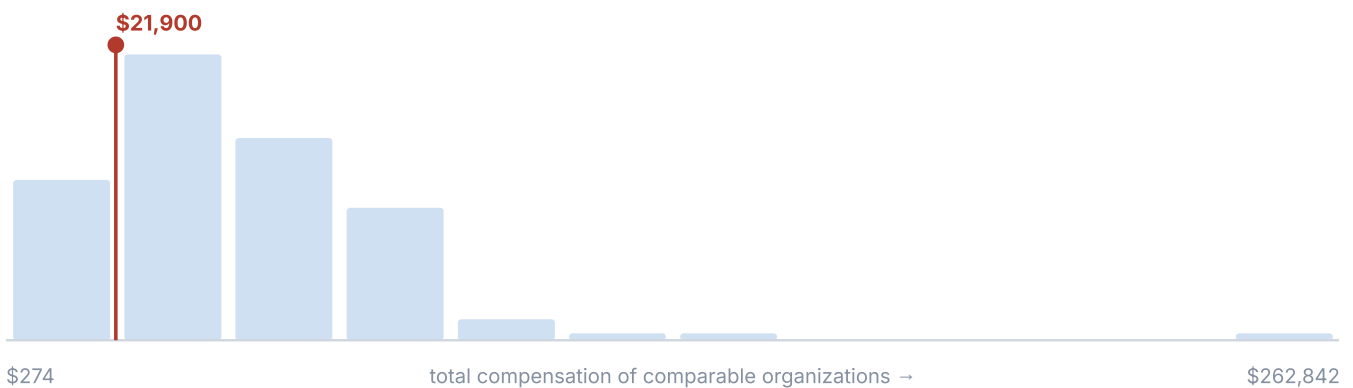
SECTOR Organizations sharing the subject's NTEE classification (A62).

BUDGET Total revenue between \$240,950 and \$539,442 — 0.67x to 1.50x the subject's \$359,628 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,455	\$28,570	\$40,838	\$62,027	\$81,146	\$21,900
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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 IN 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
Flyaway Productions	CA	\$360,501	Director	\$40,241	\$33,822	2024
Chicago National Association Of	IL	\$356,604	Principal	\$14,000	\$13,793	2023
Race Dance Company	OK	\$355,787	Executive Director	\$33,600	\$35,084	2025
Motion Pacific Dance Inc	CA	\$365,970	President	\$17,955	\$15,091	2024
Haitian American Museum Of Chicago	IL	\$352,725	Founder Ceo	\$31,731	\$30,364	2024
Salt Contemporary Dance Inc	UT	\$370,480	Admin. Direc	\$30,700	\$31,487	2023
Modern Motion	NJ	\$371,139	Executive Dir.	\$51,345	\$44,622	2024
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$12,575	2025
Lake Tahoe Dance Collective	CA	\$344,486	Exec/artist Dir	\$28,667	\$24,094	2024
Jess Curtisgravity Inc	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	\$39,953	2024
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$36,465	2023
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$77,716	2023
Wilmington Ballet Academy Of The	DE	\$338,674	Executive And Artistic Director	\$56,650	\$55,586	2023
Turning Pointe School Of Dance	MI	\$381,647	Executive Di	\$48,950	\$49,178	2024
Third Law Dancetheater	CO	\$382,025	Executive Director	\$68,917	\$64,322	2024
Dallas Ballet Company	TX	\$384,296	Director	\$12,000	\$11,684	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Diversity Of Dance Inc	NY	\$334,776	Artistic Director	\$15,825	\$14,330	2023
Robert Moses Kin	CA	\$333,756	Artistic Dir.	\$10,868	\$8,899	2025
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$95,979	2024
Dimensions Dance Company	MO	\$328,909	President	\$69,500	\$73,766	2023
Threads Dance Project	MN	\$328,049	Executive Director	\$46,325	\$44,555	2024
Hancock Center For Creative Arts	WI	\$391,776	Executive Dir.	\$83,409	\$84,788	2024
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$14,509	2024
Dafmark Dance Theater	PA	\$392,729	Executive Director	\$11,450	\$10,828	2025
Afro Brazil Arts Inc	NY	\$324,806	Board Chair, President	\$87,880	\$77,295	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 118 organizations. Compensation range \$274–\$262,842; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$359,628); for reference, expenses \$333,571 and assets \$230,223.

ROLE MATCH Ashley Jacobs, reported title *"ARTISTIC 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 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	18 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 (Ashley Jacobs) 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 118 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,900 is reasonable (approximately the 18th 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.