

# 1520 Arts

Executive Director / CEO

EIN **454214752**  
 UT · NTEE A62  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Joshua Perkins, Executive Director / CEO** (\$30,525) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

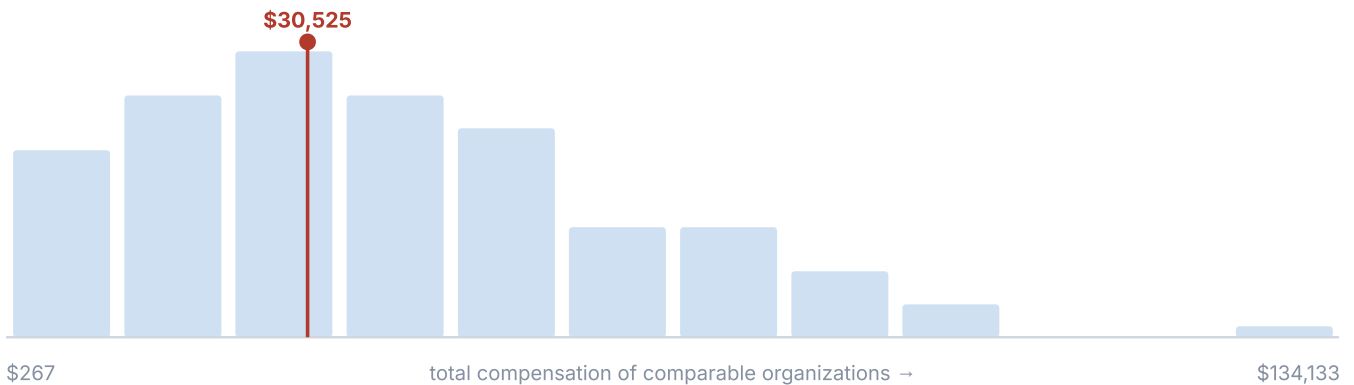
**Benchmarked executive:** Joshua Perkins — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$209,224 and \$468,412 — 0.67x to 1.50x the subject's \$312,275 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,887	\$20,658	\$35,164	\$51,840	\$73,916	<b>\$30,525</b>
---------	----------	----------	----------	----------	-----------------



## ● 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 UT 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="#">Kairos Alive</a>	MN	\$312,347	Executive Director	\$51,292	<b>\$49,520</b>	2023
<a href="#">Chicago Dance Health Fund</a>	IL	\$309,642	Executive Dir.	\$81,397	<b>\$78,187</b>	2023
<a href="#">Moving Theater</a>	NY	\$306,167	Artist	\$18,950	<b>\$16,731</b>	2023
<a href="#">Rockford Dance Company</a>	IL	\$306,069	Director	\$13,305	<b>\$12,780</b>	2023
<a href="#">Ravel Dance Company Inc</a>	VA	\$304,284	President	\$25,000	<b>\$22,908</b>	2024
<a href="#">The Pop-up Project</a>	TN	\$321,591	Executive Director	\$51,923	<b>\$51,796</b>	2024
<a href="#">The High Steppers Drill Team Inc</a>	CA	\$302,799	President	\$53,800	<b>\$42,952</b>	2025
<a href="#">Georgia Metropolitan Dance Theatre Inc</a>	GA	\$300,798	Artistic Director	\$19,456	<b>\$19,114</b>	2023
<a href="#">Integrity Dance Center Inc</a>	FL	\$300,434	President	\$26,739	<b>\$24,543</b>	2023
<a href="#">Latsky Dance Inc</a>	NY	\$324,119	Treasurer	\$63,500	<b>\$56,064</b>	2023
<a href="#">New Expressive Works</a>	OR	\$300,355	Executive Director & Board Chair	\$34,100	<b>\$30,053</b>	2024
<a href="#">Friends Of Olympia Station Inc</a>	CA	\$324,338	Executive Dir.	\$60,000	<b>\$47,902</b>	2025
<a href="#">Cerqua Rivera Dance Theatre</a>	IL	\$299,861	Artistic Dir.	\$44,604	<b>\$40,544</b>	2025
<a href="#">Afro Brazil Arts Inc</a>	NY	\$324,806	Board Chair, President	\$87,880	<b>\$75,363</b>	2024
<a href="#">Santa Barbara Festival Ballet</a>	CA	\$326,642	Conservatory Director	\$17,262	<b>\$14,146</b>	2024
<a href="#">Threads Dance Project</a>	MN	\$328,049	Executive Director	\$46,325	<b>\$43,441</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dimensions Dance Company</a>	MO	\$328,909	President	\$69,500	<b>\$71,923</b>	2023
<a href="#">Robert Moses Kin</a>	CA	\$333,756	Artistic Dir.	\$10,868	<b>\$8,677</b>	2025
<a href="#">Saratoga Springs Youth Ballet Inc</a>	NY	\$290,227	Chairwoman	\$55,638	<b>\$47,714</b>	2024
<a href="#">Diversity Of Dance Inc</a>	NY	\$334,776	Artistic Director	\$15,825	<b>\$13,972</b>	2023
<a href="#">Pioneer Winter Collective Inc</a>	FL	\$287,596	Executive Director	\$43,529	<b>\$39,954</b>	2023
<a href="#">Dance Moves Stl</a>	MO	\$287,414	Executive Director	\$58,000	<b>\$56,797</b>	2025
<a href="#">Keane Sense Of Rhythm Inc</a>	MN	\$286,852	Executive Director	\$60,902	<b>\$57,111</b>	2024
<a href="#">Abhinaya Dance Company Of San Jose</a>	CA	\$286,824	Secretary	\$7,500	<b>\$6,328</b>	2023
<a href="#">Uptown Dance Company</a>	TX	\$286,613	Executive Director	\$33,350	<b>\$31,660</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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** 136 organizations. Compensation range \$267–\$134,133; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$312,275); for reference, expenses \$294,729 and assets \$108,537.

**ROLE MATCH** Joshua Perkins, reported title "CEO", 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Joshua Perkins) 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 136 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,525 is reasonable (approximately the 40<sup>th</sup> 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.