

Robert Moses Kin

Executive Director / CEO

EIN 470926561

CA · NTEE A62

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Moses, Executive Director / CEO** (\$10,868) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Robert Moses — reported title “Artistic Dir.”, 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).

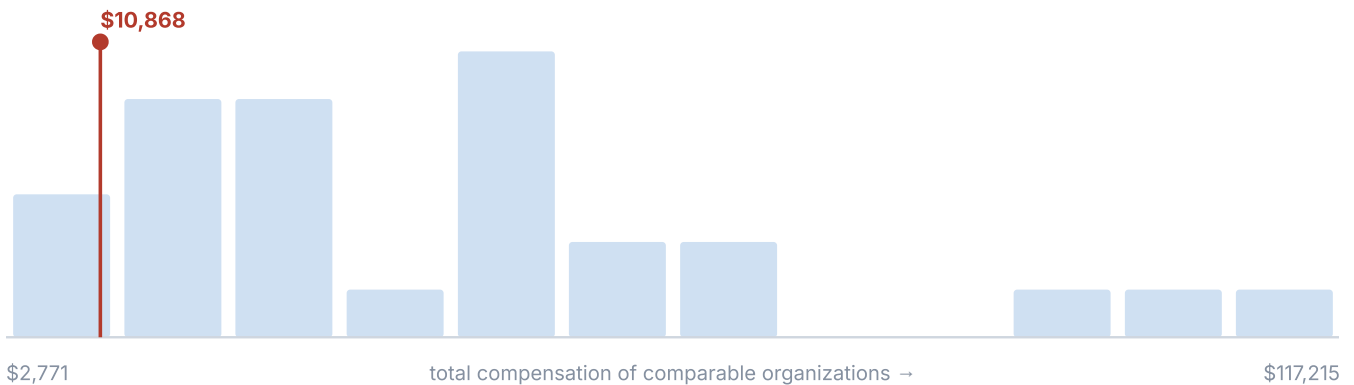
BUDGET Total revenue between \$223,616 and \$500,634 — 0.67x to 1.50x the subject's \$333,756 (the band tightens as size grows).

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

27 organizations qualified on sector, size, and geography

→ **27** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$13,802	\$20,825	\$38,044	\$51,097	\$78,281	\$10,868
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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 CA 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
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$17,719	2024
Jess Curtisgravity Inc	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	\$48,793	2024
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$60,000	2025
Lake Tahoe Dance Collective	CA	\$344,486	Exec/artist Dir	\$28,667	\$29,425	2024
Flyaway Productions	CA	\$360,501	Director	\$40,241	\$41,306	2024
The High Steppers Drill Team Inc	CA	\$302,799	President	\$53,800	\$53,800	2025
Motion Pacific Dance Inc	CA	\$365,970	President	\$17,955	\$18,430	2024
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$94,911	2023
Abhinaya Dance Company Of San Jose	CA	\$286,824	Secretary	\$7,500	\$7,926	2023
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$117,215	2024
Soul To Sole Choreography	CA	\$276,490	Secretary	\$26,316	\$27,012	2024
The Mahea Uchiyama Center For	CA	\$272,731	Director	\$65,462	\$67,194	2024
Dance Camera West	CA	\$399,106	Executive Dir.	\$29,507	\$31,182	2023
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$43,111	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senderos	CA	\$403,770	Executive Dir.	\$20,625	\$21,796	2023
Cubacaribe	CA	\$405,942	Board Member	\$101,115	\$103,790	2024
California Dance Institute	CA	\$410,669	Director	\$44,180	\$44,180	2025
Brockus Project Dance Company	CA	\$255,450	President	\$50,532	\$53,401	2023
Circo Zero	CA	\$253,415	Artistic Director/treasurer	\$46,100	\$47,320	2024
Contact Arts	CA	\$244,950	Executive Dir.	\$18,786	\$19,853	2023
Backhausdance	CA	\$430,632	Officer/artistic Director	\$25,425	\$26,869	2023
Encinitas Ballet Academy And Arts Center	CA	\$234,736	Ceo, Artistic Director	\$43,750	\$46,234	2023
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$7,609	2023
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$19,203	2024
Stockton Folk Dance Camp	CA	\$229,159	Director	\$2,700	\$2,771	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 27 organizations. Compensation range \$2,771–\$117,215; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$333,756); for reference, expenses \$319,318 and assets \$137,552.

ROLE MATCH Robert Moses, reported title "*Artistic Dir.*", 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	11 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 (Robert Moses) 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 27 similarly situated organizations (Same NTEE sector (A62) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,868 is reasonable (approximately the 11th 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.