

Ice Dance International

Executive Director / CEO

EIN 472769023

ME · NTEE A62

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Douglas Webster, Executive Director / CEO** (\$60,764) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

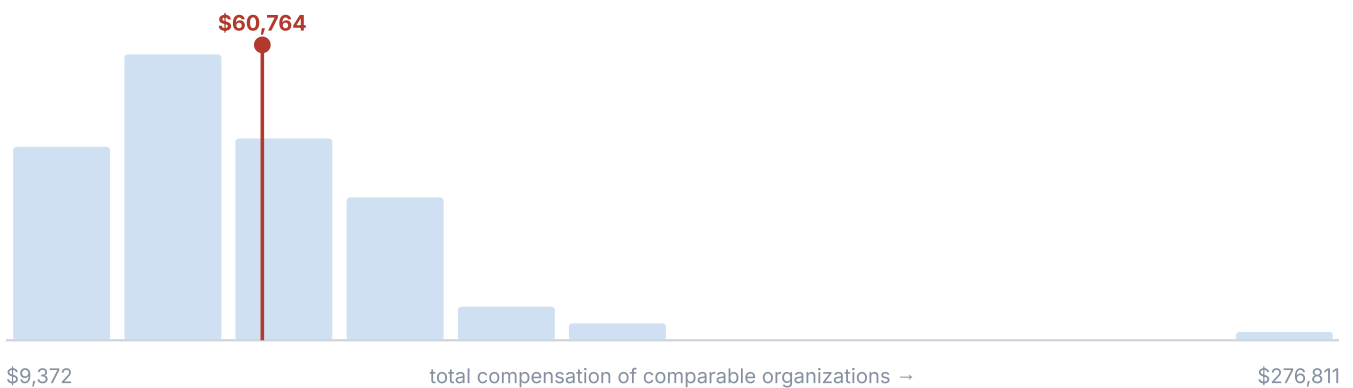
Benchmarked executive: Douglas Webster — reported title “CHAIR/PRESID”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

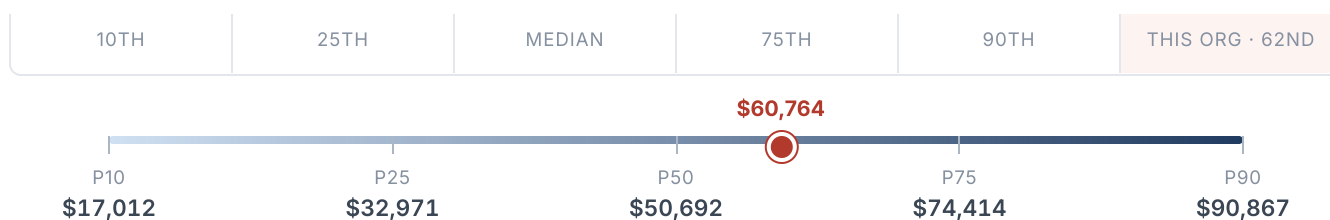
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$296,793 and \$664,462 — 0.67x to 1.50x the subject's \$442,975 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,012	\$32,971	\$50,692	\$74,414	\$90,867	\$60,764
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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 ME 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
Chinese Performing Arts Of America	CA	\$440,711	Executive Dir	\$36,000	\$32,807	2023
Dances For A Variable Population Inc	NY	\$445,656	Board Member/executive Director	\$69,054	\$65,854	2023
Kalapriya Foundation Center For Indian	IL	\$437,349	Executive Director	\$54,677	\$55,103	2024
Esquina Tango Cultura Society	TX	\$437,022	Exec Director	\$49,436	\$50,692	2024
Carolina Dance Collaborative	SC	\$436,657	Executive Director	\$32,680	\$34,949	2024
Pennsylvania Regional Ballet	PA	\$435,993	Executive Director	\$38,500	\$39,357	2024
Arc Dance Productions Inc	WA	\$435,108	Director	\$100,000	\$91,776	2024
Dance Entropy Inc	NY	\$433,896	Advisor	\$97,300	\$87,805	2025
Backhausdance	CA	\$430,632	Officer/artistic Director	\$25,425	\$23,170	2023
Inlet Dance Theatre	OH	\$455,443	Executiveartistic Director	\$60,498	\$65,684	2024
Mutual Dance Theatre And Arts Centers	OH	\$419,726	Artistic & Executive Director	\$42,000	\$45,600	2024
Clancy Works Inc	MD	\$419,476	Executive Director	\$55,184	\$54,448	2023
Philadelphia Dance Theatre Inc	PA	\$466,665	Artistic Direct	\$70,700	\$74,407	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Indianapolis Dance Company Db a Gregory	IN	\$418,982	Executive Dir.	\$48,111	\$52,009	2024
Dmf Youth Inc	NY	\$417,709	Executive Director, Member	\$69,200	\$65,993	2023
Fidalgo Danceworks	WA	\$472,964	Executive Director	\$44,654	\$40,981	2024
Greensboro Ballet Inc	NC	\$410,978	Executive Director	\$40,380	\$42,769	2024
Covenant Ballet Theatre Of Brooklyn	NY	\$475,054	Executive Director	\$80,000	\$74,104	2024
California Dance Institute	CA	\$410,669	Director	\$44,180	\$38,098	2025
Cubacaribe	CA	\$405,942	Board Member	\$101,115	\$89,503	2024
Senderos	CA	\$403,770	Executive Dir.	\$20,625	\$18,796	2023
Dance Fremont	WA	\$403,095	Executive Dir.	\$39,654	\$36,393	2024
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$37,177	2024
New York Dance Theatre Inc	NY	\$401,286	Executive Artistic Director	\$43,333	\$40,139	2024
Owen Cox Dance Group	MO	\$400,991	Artistic Director	\$33,875	\$37,865	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 **105** organizations. Compensation range \$9,372–\$276,811; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$442,975); for reference, expenses \$458,009 and assets \$252,995.

ROLE MATCH Douglas Webster, reported title "CHAIR/PRESID", 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	62 nd
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	62 nd

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 (Douglas Webster) 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 10, 2026, comparing compensation against 105 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,764 is reasonable (approximately the 62nd 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 10, 2026.