

Chicago Dance History Project

Executive Director / CEO

EIN 474927350

IL · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Mcstraw, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

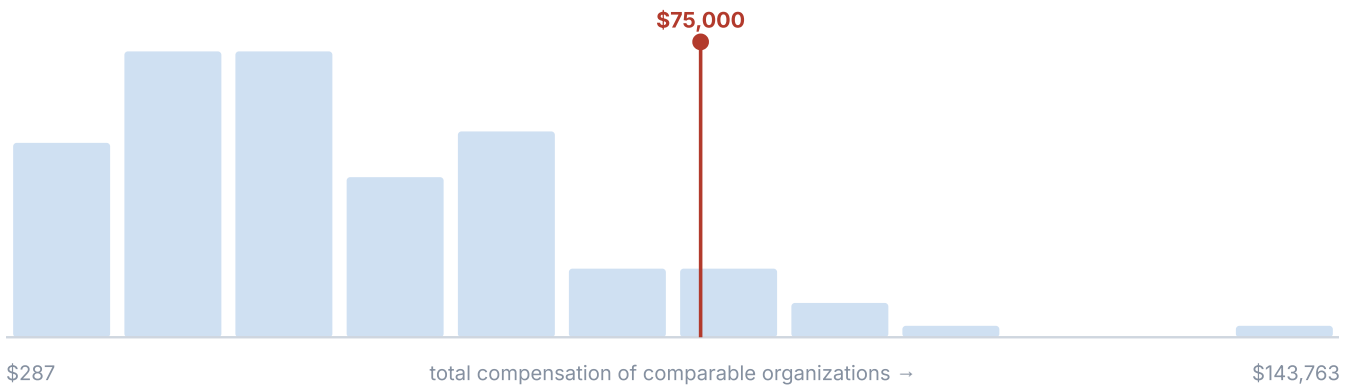
Benchmarked executive: Michael Mcstraw — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

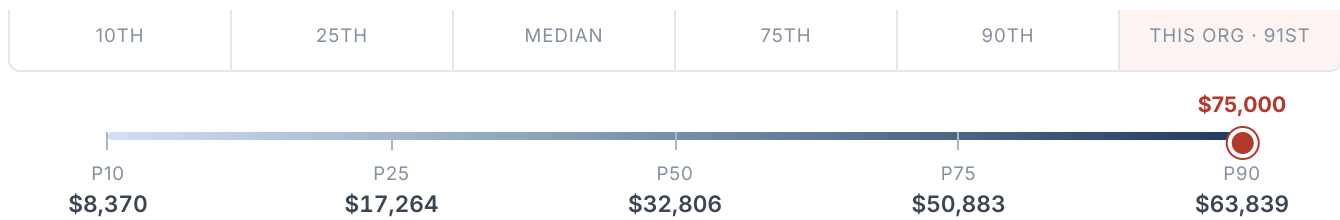
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$166,875 and \$373,602 — 0.67x to 1.50x the subject's \$249,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,370	\$17,264	\$32,806	\$50,883	\$63,839	\$75,000
---------	----------	----------	----------	----------	----------



■ 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 IL 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
Cohesion Dance Project	MT	\$249,359	Artistic Director	\$30,000	\$32,894	2024
The Flame Foundation	TX	\$249,626	Pres/art Direct	\$30,382	\$30,913	2024
Jones-haywood Dance School Inc	DC	\$250,155	Ceo/artistic Dir	\$50,000	\$43,479	2025
Contact Arts	CA	\$244,950	Executive Dir.	\$18,786	\$16,988	2023
West Florida Dance Company Booster Club Inc	FL	\$244,948	President	\$300	\$287	2024
Circo Zero	CA	\$253,415	Artistic Director/treasurer	\$46,100	\$40,491	2024
Alexander Academy Performing	HI	\$253,930	President	\$20,205	\$18,400	2024
Heather Wayne Dance Company	GA	\$254,178	President	\$16,970	\$17,356	2024
Lydia Johnson Dance Inc	NJ	\$254,743	Artistic Dir	\$69,014	\$62,677	2024
Brockus Project Dance Company	CA	\$255,450	President	\$50,532	\$45,695	2023
Spotlight Productions & Co Inc	MA	\$241,520	Executive Di	\$85,082	\$77,769	2024
Dalton Dance Company	GA	\$240,550	Board Member	\$13,900	\$14,216	2024
Ginger Brown's Academy Of Performing Art	GA	\$258,284	Director	\$5,694	\$5,995	2023
Hedwig Dances Inc	IL	\$258,348	Artistic Dir	\$65,000	\$65,000	2024
Developing Connections Northeast	OH	\$238,232	Executive Di	\$76,867	\$80,678	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Positive Outcome Mentoring & Dance Inc	MD	\$237,831	Founder And Director	\$8,499	\$7,874	2025
Dance Studies Association	IL	\$236,904	Executive Director	\$50,797	\$50,797	2024
Encinitas Ballet Academy And Arts Center	CA	\$234,736	Ceo, Artistic Director	\$43,750	\$39,562	2023
Arena Dances Inc	MN	\$263,987	Artistic Dir	\$29,800	\$29,180	2025
Boston Dance Theater	MA	\$265,217	Ex-officio	\$58,073	\$53,082	2024
Resilience Dance Company Stl	MO	\$232,570	Executive And Artistic Director	\$23,803	\$24,982	2025
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$6,511	2023
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$16,432	2024
Dance Augusta Inc	GA	\$231,610	President	\$9,900	\$10,125	2024
Rejoice Diaspora Dance Theater	OR	\$231,453	President	\$23,869	\$22,547	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2024 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 IL 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 **116** organizations. Compensation range \$287–\$143,763; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$249,068); for reference, expenses \$258,228 and assets \$244,731.

ROLE MATCH	Michael Mcstraw, reported title "EXECUTIVE DIRECTOR", 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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	91 st

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 (Michael Mcstraw) 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 116 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 91st 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.