

# Clancy Works Inc

Executive Director / CEO

EIN 522333581  
 MD · NTEE A62  
 FY ending 2023-06-30  
**June 10, 2026**

This analysis benchmarks the total compensation of **Adrienne Clancy, Executive Director / CEO** (\$55,184) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

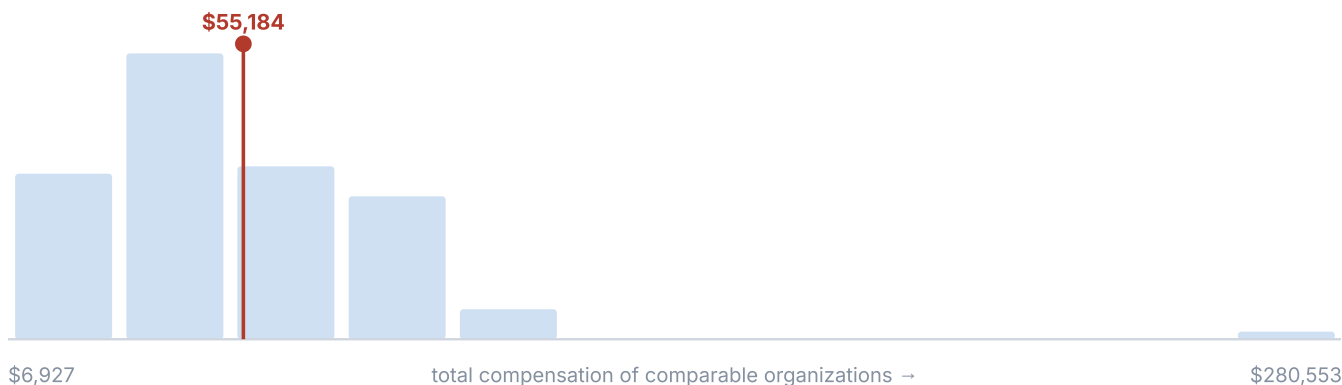
**Benchmarked executive:** Adrienne Clancy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$281,048 and \$629,214 — 0.67x to 1.50x the subject's \$419,476 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

**107** organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,359	\$33,513	\$47,628	\$71,413	\$89,178	<b>\$55,184</b>
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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 MD 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="#">Mutual Dance Theatre And Arts Centers</a>	OH	\$419,726	Artistic & Executive Director	\$42,000	<b>\$46,217</b>	2024
<a href="#">Indianapolis Dance Company Db a Gregory</a>	IN	\$418,982	Executive Dir.	\$48,111	<b>\$52,712</b>	2024
<a href="#">Dmf Youth Inc</a>	NY	\$417,709	Executive Director, Member	\$69,200	<b>\$66,885</b>	2023
<a href="#">Greensboro Ballet Inc</a>	NC	\$410,978	Executive Director	\$40,380	<b>\$43,348</b>	2024
<a href="#">California Dance Institute</a>	CA	\$410,669	Director	\$44,180	<b>\$38,613</b>	2025
<a href="#">Backhausdance</a>	CA	\$430,632	Officer/artistic Director	\$25,425	<b>\$23,483</b>	2023
<a href="#">Cubacaribe</a>	CA	\$405,942	Board Member	\$101,115	<b>\$90,713</b>	2024
<a href="#">Dance Entropy Inc</a>	NY	\$433,896	Advisor	\$97,300	<b>\$88,992</b>	2025
<a href="#">Arc Dance Productions Inc</a>	WA	\$435,108	Director	\$100,000	<b>\$93,017</b>	2024
<a href="#">Senderos</a>	CA	\$403,770	Executive Dir.	\$20,625	<b>\$19,050</b>	2023
<a href="#">Dance Fremont</a>	WA	\$403,095	Executive Dir.	\$39,654	<b>\$36,885</b>	2024
<a href="#">Pennsylvania Regional Ballet</a>	PA	\$435,993	Executive Director	\$38,500	<b>\$39,888</b>	2024
<a href="#">Regina Klenjoski Dance Company</a>	CA	\$402,715	Executive Dir.	\$42,000	<b>\$37,679</b>	2024
<a href="#">Carolina Dance Collaborative</a>	SC	\$436,657	Executive Director	\$32,680	<b>\$35,420</b>	2024
<a href="#">Esquina Tango Cultura Society</a>	TX	\$437,022	Exec Director	\$49,436	<b>\$51,377</b>	2024
<a href="#">Kalapriya Foundation Center For Indian</a>	IL	\$437,349	Executive Director	\$54,677	<b>\$55,847</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New York Dance Theatre Inc</a>	NY	\$401,286	Executive Artistic Director	\$43,333	<b>\$40,682</b>	2024
<a href="#">Owen Cox Dance Group</a>	MO	\$400,991	Artistic Director	\$33,875	<b>\$38,377</b>	2023
<a href="#">Dance Camera West</a>	CA	\$399,106	Executive Dir.	\$29,507	<b>\$27,253</b>	2023
<a href="#">Chinese Performing Arts Of America</a>	CA	\$440,711	Executive Dir	\$36,000	<b>\$33,250</b>	2023
<a href="#">Audience Architects Nfp</a>	IL	\$397,881	Executive Dir.	\$75,320	<b>\$76,932</b>	2024
<a href="#">Barrington Youth Dance Ensemble Inc</a>	IL	\$396,900	Executive Director	\$32,655	<b>\$34,339</b>	2023
<a href="#">Flight Path Dance Foundation Inc</a>	NY	\$396,508	Program Director	\$106,276	<b>\$99,773</b>	2024
<a href="#">Ice Dance International</a>	ME	\$442,975	Chair/presid	\$60,764	<b>\$61,585</b>	2025
<a href="#">Big Dance Theater Inc</a>	NY	\$395,854	Executive Director	\$80,315	<b>\$75,401</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	107 organizations. Compensation range \$6,927–\$280,553; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$419,476); for reference, expenses \$413,481 and assets \$107,021.
ROLE MATCH	Adrienne Clancy, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	58 <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 (Adrienne Clancy) 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 107 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,184 is reasonable (approximately the 58<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 10, 2026.