

Owen Cox Dance Group

Executive Director / CEO

EIN 743190852
 MO · NTEE A62
 FY ending 2023-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Owen, Executive Director / CEO** (\$33,875) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

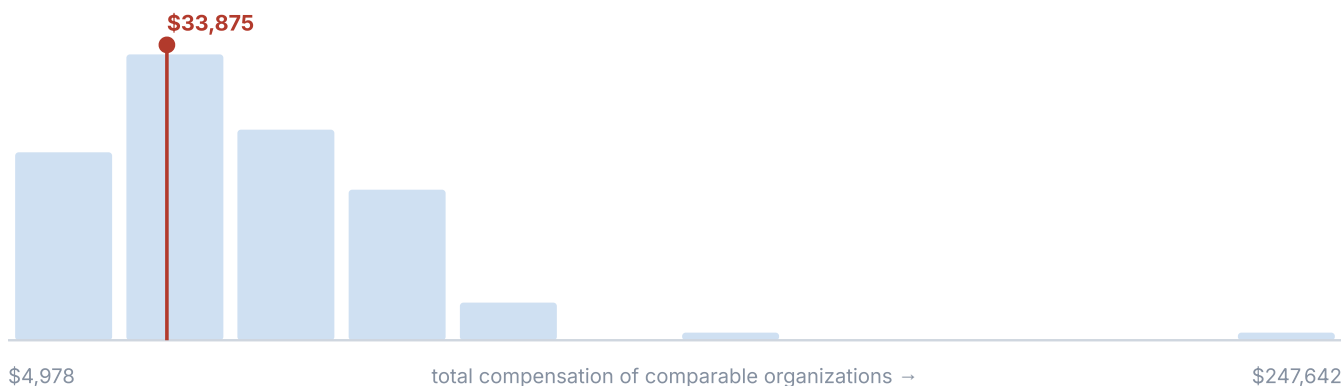
Benchmarked executive: Jennifer Owen — reported title “ARTISTIC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

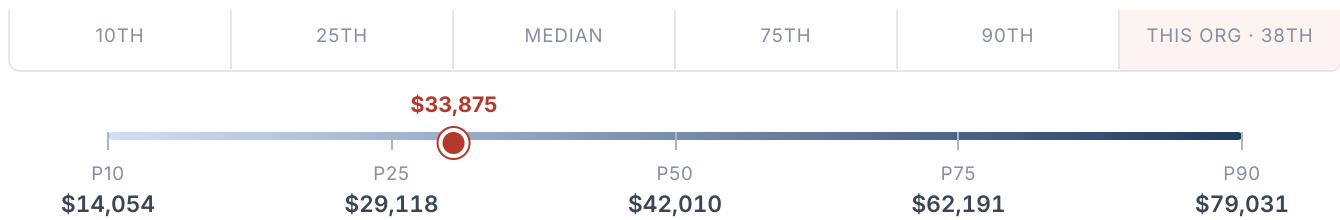
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$268,663 and \$601,486 — 0.67x to 1.50x the subject's \$400,991 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,054	\$29,118	\$42,010	\$62,191	\$79,031	\$33,875
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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 MO 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
New York Dance Theatre Inc	NY	\$401,286	Executive Artistic Director	\$43,333	\$35,909	2024
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$33,259	2024
Dance Camera West	CA	\$399,106	Executive Dir.	\$29,507	\$24,056	2023
Dance Fremont	WA	\$403,095	Executive Dir.	\$39,654	\$32,558	2024
Senderos	CA	\$403,770	Executive Dir.	\$20,625	\$16,815	2023
Audience Architects Nfp	IL	\$397,881	Executive Dir.	\$75,320	\$67,907	2024
Barrington Youth Dance Ensemble Inc	IL	\$396,900	Executive Director	\$32,655	\$30,311	2023
Flight Path Dance Foundation Inc	NY	\$396,508	Program Director	\$106,276	\$88,069	2024
Cubacaribe	CA	\$405,942	Board Member	\$101,115	\$80,071	2024
Big Dance Theater Inc	NY	\$395,854	Executive Director	\$80,315	\$66,556	2024
Dafmark Dance Theater	PA	\$392,729	Executive Director	\$11,450	\$10,202	2025
Hancock Center For Creative Arts	WI	\$391,776	Executive Dir.	\$83,409	\$79,885	2024
California Dance Institute	CA	\$410,669	Director	\$44,180	\$34,083	2025
Greensboro Ballet Inc	NC	\$410,978	Executive Director	\$40,380	\$38,263	2024
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$90,429	2024
Dallas Ballet Company	TX	\$384,296	Director	\$12,000	\$11,008	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dmf Youth Inc	NY	\$417,709	Executive Director, Member	\$69,200	\$59,039	2023
Indianapolis Dance Company Db a Gregory	IN	\$418,982	Executive Dir.	\$48,111	\$46,528	2024
Clancy Works Inc	MD	\$419,476	Executive Director	\$55,184	\$48,710	2023
Mutual Dance Theatre And Arts Centers	OH	\$419,726	Artistic & Executive Director	\$42,000	\$40,795	2024
Third Law Dancetheater	CO	\$382,025	Executive Director	\$68,917	\$60,602	2024
Turning Pointe School Of Dance	MI	\$381,647	Executive Di	\$48,950	\$46,335	2024
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$73,222	2023
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$34,357	2023
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$11,848	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 118 organizations. Compensation range \$4,978–\$247,642; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$400,991); for reference, expenses \$431,460 and assets \$130,880.

ROLE MATCH Jennifer Owen, reported title *"ARTISTIC DIRECTOR"*, 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	38 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	38 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 (Jennifer Owen) 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 118 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,875 is reasonable (approximately the 38th 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.