

Steamboat Dance Theatre

Executive Director / CEO

EIN 752981922
 CO · NTEE A62
 FY ending 2024-09-30
 June 10, 2026

This analysis benchmarks the total compensation of **Lori Biagi, Executive Director / CEO** (\$28,585) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

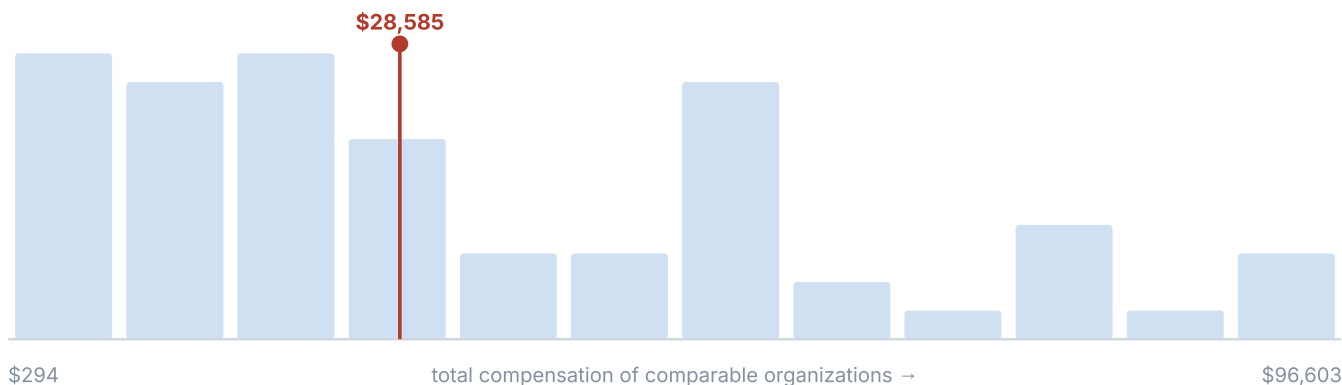
Benchmarked executive: Lori Biagi — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

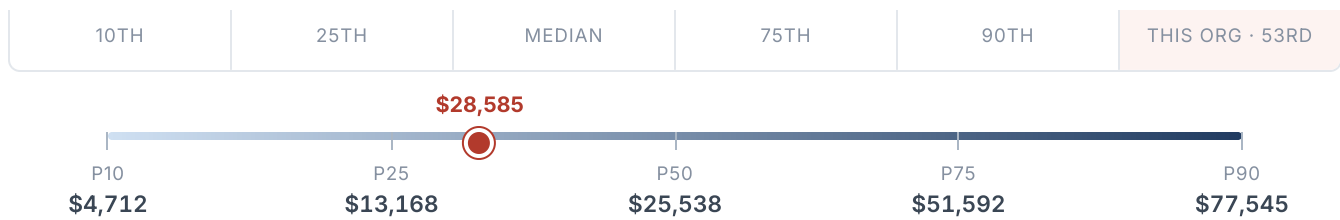
SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$111,347 and \$249,285 — 0.67x to 1.50x the subject's \$166,190 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,712	\$13,168	\$25,538	\$51,592	\$77,545	\$28,585
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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 CO 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
Vangeline Theater Inc	NY	\$167,010	Artistic Director, Board Member, Teacher	\$58,100	\$56,369	2023
Mashup Contemporary Dance Company	CA	\$158,587	Executive Direcor	\$9,728	\$8,760	2024
Wild Space Inc	WI	\$173,970	Managing Dir	\$26,594	\$28,965	2024
Flamenco Denver	CO	\$156,978	Executive Dir.	\$55,434	\$55,434	2024
Thin Man Dance Inc	NY	\$175,747	Board Member/executive And Artistic Director	\$60,000	\$58,213	2023
American Dance Machine For The 21st Century	NY	\$153,425	President	\$5,250	\$5,094	2023
Center For Modern Dance Education Inc	NJ	\$180,036	Artistic Director	\$21,150	\$19,186	2025
Danceworks Chicago Inc Nfp	IL	\$183,426	Executive Dir.	\$62,246	\$62,175	2025
Calidanza Dance Company	CA	\$185,250	C/o	\$18,575	\$16,727	2024
Anikaya Akhra Inc	MA	\$185,771	Artistic Director	\$9,700	\$9,090	2024
Thresh Inc	NY	\$145,439	Executive Director	\$84,000	\$79,160	2024
Dancing Classrooms Greater Richmond	VA	\$145,056	Executive Di	\$51,217	\$53,097	2023
Nca Dance Studio	CA	\$188,340	Director	\$4,421	\$4,099	2023
Keigwin And Company Inc	NY	\$190,606	Executive Di	\$51,458	\$49,925	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fist & Heel Performance Group	NY	\$191,790	Executive Director	\$35,800	\$33,737	2024
Exit 12 Dance Company Inc	NY	\$137,207	Executive Director & Board Director	\$4,956	\$4,670	2024
Ballet Des Ameriques School & Company Inc	NY	\$195,967	Pres/exec Director	\$33,866	\$31,915	2024
Stuart Pimsler Dance & Theater Inc	MN	\$135,508	Co-artistic Director	\$24,000	\$25,462	2023
Santa Barbara Dance Institute	CA	\$131,986	Executive Dir.	\$75,000	\$67,540	2024
Huntington Dance Theatre Ltd	WV	\$203,908	Studio Director	\$11,600	\$13,098	2024
Leap Of Faith Arts Ministries	IL	\$204,024	Director	\$18,819	\$19,865	2023
Edge School Of The Arts Dance Legacy Inc	NY	\$204,650	Director	\$80,000	\$77,617	2023
Eryc Taylor Dance Incorporated	NY	\$205,752	President	\$24,700	\$23,965	2023
Kyl Dancers Inc	PA	\$125,561	Executive Director	\$42,500	\$44,200	2024
Arts Live Theatre Inc	AR	\$206,979	Executive Director	\$42,760	\$50,126	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	62 organizations. Compensation range \$294–\$96,603; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$166,190); for reference, expenses \$138,633 and assets \$189,995.
ROLE MATCH	Lori Biagi, reported title " <i>Executive Dir.</i> ", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 rd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	53 rd

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 (Lori Biagi) 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 62 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,585 is reasonable (approximately the 53rd 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.