

Senderos

Executive Director / CEO

This analysis benchmarks the total compensation of **Isai Pazos, Executive Director / CEO** (\$20,625) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

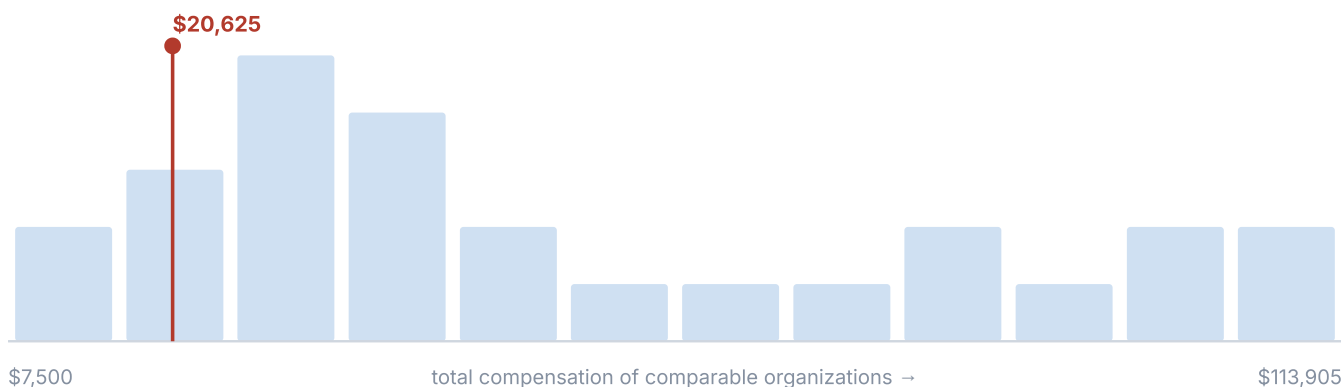
SECTOR Organizations sharing the subject's NTEE classification (A62).

BUDGET Total revenue between \$270,525 and \$605,655 — 0.67x to 1.50x the subject's \$403,770 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A62) + CA + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,104	\$26,132	\$41,301	\$80,669	\$97,674	\$20,625
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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 CA 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
Regina Klenjoski Dance Company	CA	\$402,715	Executive Dir.	\$42,000	\$40,795	2024
Cubacaribe	CA	\$405,942	Board Member	\$101,115	\$98,214	2024
Dance Camera West	CA	\$399,106	Executive Dir.	\$29,507	\$29,507	2023
California Dance Institute	CA	\$410,669	Director	\$44,180	\$41,806	2025
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$110,918	2024
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$89,812	2023
Backhausdance	CA	\$430,632	Officer/artistic Director	\$25,425	\$25,425	2023
Chinese Performing Arts Of America	CA	\$440,711	Executive Dir	\$36,000	\$36,000	2023
Motion Pacific Dance Inc	CA	\$365,970	President	\$17,955	\$17,440	2024
Flyaway Productions	CA	\$360,501	Director	\$40,241	\$39,086	2024
Lake Tahoe Dance Collective	CA	\$344,486	Exec/artist Dir	\$28,667	\$27,845	2024
Jess Curtisgravity Inc	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	\$46,171	2024
Robert Moses Kin	CA	\$333,756	Artistic Dir.	\$10,868	\$10,284	2025
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$16,767	2024
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$56,776	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The High Steppers Drill Team Inc	CA	\$302,799	President	\$53,800	\$50,910	2025
Na Lei Hulu I Ka Wekiu Hula Halau	CA	\$507,701	President	\$33,600	\$32,636	2024
Abhinaya Dance Company Of San Jose	CA	\$286,824	Secretary	\$7,500	\$7,500	2023
Axis Dance Company	CA	\$523,424	Managing Dir	\$100,003	\$97,134	2024
California Line Dance Association Of	CA	\$526,269	Secretary & Cfo	\$18,422	\$17,893	2024
Soul To Sole Choreography	CA	\$276,490	Secretary	\$26,316	\$25,561	2024
Embodiment Project	CA	\$534,375	Chairman	\$80,000	\$77,705	2024
The Mahea Uchiyama Center For	CA	\$272,731	Director	\$65,462	\$63,584	2024
Margaret Jenkins Dance Studio Inc	CA	\$541,453	President, Artistic Dir	\$117,269	\$113,905	2024
Cashion Cultural Legacy	CA	\$543,043	Executive Dir.	\$84,069	\$81,657	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **26** organizations. Compensation range \$7,500–\$113,905; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$403,770); for reference, expenses \$250,397 and assets \$521,924.

ROLE MATCH Isai Pazos, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	19 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 (Isai Pazos) 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 26 similarly situated organizations (Same NTEE sector (A62) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,625 is reasonable (approximately the 19th 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.