

Kairos Alive

Executive Director / CEO

EIN 810551482

MN · NTEE A62

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Maria Genne, Executive Director / CEO** (\$51,292) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 71st percentile of comparable organizations

within the typical range

Benchmarked executive: Maria Genne — 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).

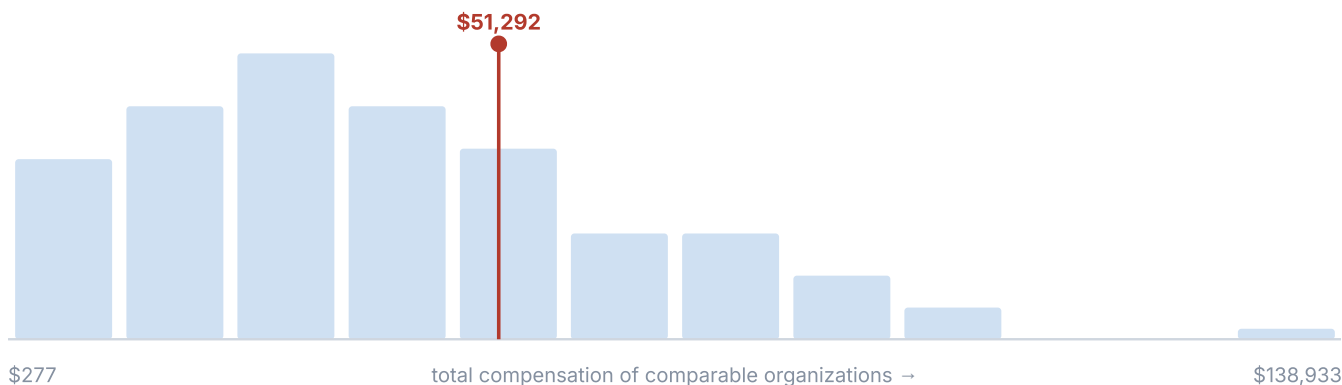
BUDGET Total revenue between \$209,272 and \$468,520 — 0.67x to 1.50x the subject's \$312,347 (the band tightens as size grows).

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

136 organizations qualified on sector, size, and geography

→ **136** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,240

\$21,398

\$35,980

\$53,696

\$76,561

\$51,292



● 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 MN 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
1520 Arts	UT	\$312,275	Ceo	\$30,525	\$31,617	2023
Chicago Dance Health Fund	IL	\$309,642	Executive Dir.	\$81,397	\$80,985	2023
Moving Theater	NY	\$306,167	Artist	\$18,950	\$17,330	2023
Rockford Dance Company	IL	\$306,069	Director	\$13,305	\$13,238	2023
Ravel Dance Company Inc	VA	\$304,284	President	\$25,000	\$23,728	2024
The Pop-up Project	TN	\$321,591	Executive Director	\$51,923	\$53,650	2024
The High Steppers Drill Team Inc	CA	\$302,799	President	\$53,800	\$44,490	2025
Georgia Metropolitan Dance Theatre Inc	GA	\$300,798	Artistic Director	\$19,456	\$19,798	2023
Latsky Dance Inc	NY	\$324,119	Treasurer	\$63,500	\$58,071	2023
Integrity Dance Center Inc	FL	\$300,434	President	\$26,739	\$25,421	2023
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$49,616	2025
New Expressive Works	OR	\$300,355	Executive Director & Board Chair	\$34,100	\$31,129	2024
Afro Brazil Arts Inc	NY	\$324,806	Board Chair, President	\$87,880	\$78,061	2024
Cergua Rivera Dance Theatre	IL	\$299,861	Artistic Dir.	\$44,604	\$41,995	2025
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$14,653	2024
Threads Dance Project	MN	\$328,049	Executive Director	\$46,325	\$44,996	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dimensions Dance Company	MO	\$328,909	President	\$69,500	\$74,497	2023
Robert Moses Kin	CA	\$333,756	Artistic Dir.	\$10,868	\$8,987	2025
Saratoga Springs Youth Ballet Inc	NY	\$290,227	Chairwoman	\$55,638	\$49,421	2024
Diversity Of Dance Inc	NY	\$334,776	Artistic Director	\$15,825	\$14,472	2023
Pioneer Winter Collective Inc	FL	\$287,596	Executive Director	\$43,529	\$41,384	2023
Dance Moves Stl	MO	\$287,414	Executive Director	\$58,000	\$58,830	2025
Keane Sense Of Rhythm Inc	MN	\$286,852	Executive Director	\$60,902	\$59,155	2024
Abhinaya Dance Company Of San Jose	CA	\$286,824	Secretary	\$7,500	\$6,554	2023
Uptown Dance Company	TX	\$286,613	Executive Director	\$33,350	\$32,793	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 136 organizations. Compensation range \$277–\$138,933; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$312,347); for reference, expenses \$285,924 and assets \$162,252.

ROLE MATCH Maria Genne, 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	71 st
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	71 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 (Maria Genne) 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 136 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,292 is reasonable (approximately the 71st 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.