

Move Inclusive Dance

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lauren Morris, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

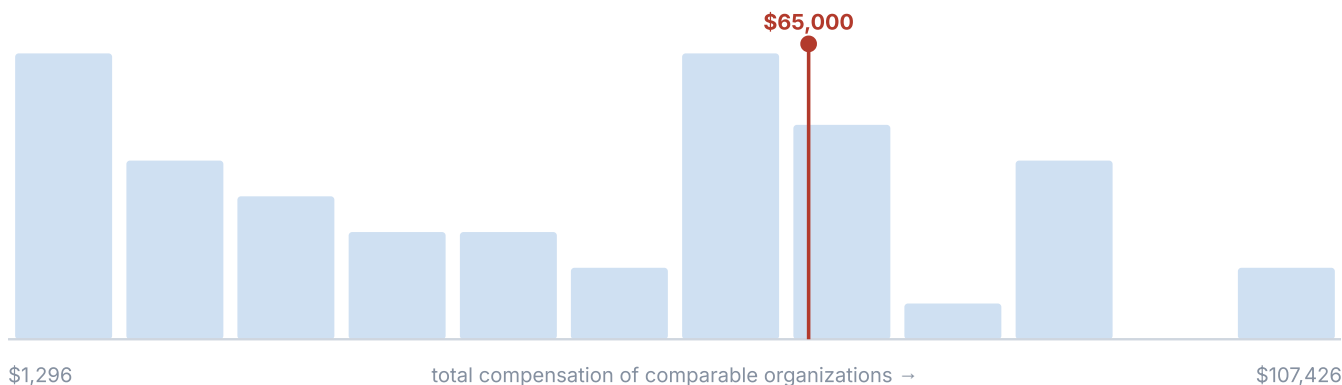
SECTOR Organizations sharing the subject's NTEE classification (N30).

BUDGET Total revenue between \$249,534 and \$558,660 — 0.67x to 1.50x the subject's \$372,440 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,757	\$16,119	\$45,635	\$68,604	\$84,714	\$65,000
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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 TN 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
Slippery Rock Area Parks And Recreation	PA	\$378,640	Director	\$46,722	\$45,635	2023
River City Inclusive Gymnastics Inc	VA	\$383,241	Ceo	\$53,586	\$50,677	2023
Nosotros Rock Climbing Gym	OH	\$359,884	Executive Director	\$64,928	\$70,117	2022
Evansville Trails Coalition Inc	IN	\$385,067	Executive Director	\$62,054	\$62,256	2024
Friends Of Community Fitness	ME	\$356,036	Executive Director	\$77,606	\$72,024	2025
Friends Of The Forest Hills Park Association	MI	\$390,268	Campaign Director	\$8,325	\$8,416	2023
Alabama Recreation & Parks Assoc Inc	AL	\$350,398	Executive Director	\$59,400	\$61,050	2024
Southern Off-road Bicycle Association	GA	\$349,267	Executive Director	\$65,000	\$62,177	2024
Bloom Fitness Corporation	TX	\$401,207	Executive Director	\$8,000	\$7,613	2024
Pacific Northwest Parkour Association	OR	\$342,633	Executive Director	\$40,873	\$36,110	2024
East Side Youth Center Inc	PA	\$410,473	Director	\$15,000	\$14,651	2023
Inclusively Fit Foundation	MI	\$416,344	Exec Directo	\$72,800	\$71,486	2024
Pikeride Inc	CO	\$422,227	Executive Director	\$90,598	\$82,646	2024
Nile Swim Club Of Yeadon	PA	\$423,223	Board Member	\$3,407	\$3,328	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri Yoga International	CA	\$429,524	President	\$42,000	\$33,613	2025
Teton Rock Gym Inc	ID	\$314,684	Executive Di	\$62,140	\$62,888	2024
Fayette Area Lions Den Inc	PA	\$309,971	Executive Director	\$45,311	\$42,987	2024
A Carousel For Missoula	MT	\$305,508	Executive Di	\$56,632	\$59,792	2023
Girls On The Run Central Virginia	VA	\$305,047	Executive Director	\$28,216	\$25,918	2024
Cape Community Arena Group	ME	\$293,067	Board Member	\$1,360	\$1,296	2024
Piedmont Virginia Amateur Softball	VA	\$291,127	Commissioner	\$15,013	\$13,790	2024
I Dance Adaptive Performing Arts	OH	\$454,111	President/di	\$106,613	\$107,426	2024
United States Secret Service Employee	DC	\$454,961	Executive Director	\$4,474	\$3,845	2023
Carpinteria Skate Foundation	CA	\$289,876	Executive Director	\$88,274	\$74,658	2023
Iron Belle Trail Fund	MI	\$281,814	Director	\$15,072	\$14,800	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 47 organizations. Compensation range \$1,296–\$107,426; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$372,440); for reference, expenses \$340,475 and assets \$343,177.

ROLE MATCH Lauren Morris, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers 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	72 nd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	66 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 (Lauren Morris) 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 47 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 72nd 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.