

Embody Dance Organization Inc

Executive Director / CEO

EIN 861494502
 CT · NTEE A62
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Olivia Zimmerman, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

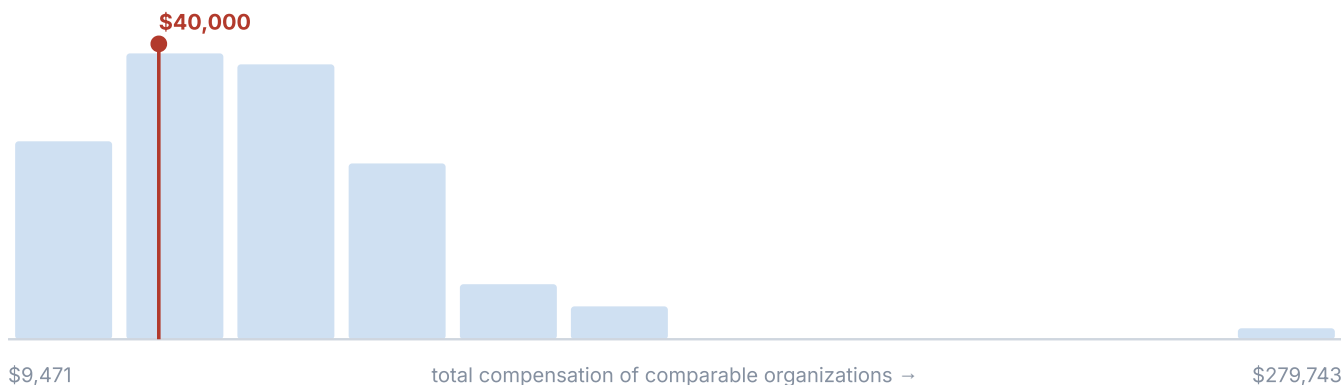
Benchmarked executive: Olivia Zimmerman — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A62).
BUDGET	Total revenue between \$329,956 and \$738,709 — 0.67x to 1.50x the subject's \$492,473 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,878	\$35,488	\$57,697	\$78,213	\$98,094	\$40,000
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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 CT 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
Abilities Dance Inc	MA	\$507,404	President, Clerk	\$95,819	\$89,199	2024
Na Lei Hulu I Ka Wekiu Hula Halau	CA	\$507,701	President	\$33,600	\$30,056	2024
Post Classical Ensemble Inc	DC	\$509,611	Executive Director	\$80,000	\$70,851	2025
Covenant Ballet Theatre Of Brooklyn	NY	\$475,054	Executive Director	\$80,000	\$74,889	2024
Fidalgo Danceworks	WA	\$472,964	Executive Director	\$44,654	\$41,416	2024
Philadelphia Dance Theatre Inc	PA	\$466,665	Artistic Direct	\$70,700	\$75,196	2023
Northeast Ohio Center For Choreography	OH	\$523,169	Executive Director Member At Large	\$111,680	\$119,379	2025
Axis Dance Company	CA	\$523,424	Managing Dir	\$100,003	\$89,456	2024
Dancing Dreams	NY	\$524,733	Executive Dir.	\$69,931	\$65,463	2024
California Line Dance Association Of	CA	\$526,269	Secretary & Cfo	\$18,422	\$16,479	2024
Misnomer Inc	NY	\$526,955	Artistic Direct/ceo	\$290,264	\$279,743	2023
Inlet Dance Theatre	OH	\$455,443	Executiveartistic Director	\$60,498	\$66,379	2024
Iowa State Dancedrill Team Association	IA	\$530,352	Executive Dir.	\$74,948	\$85,013	2024
Embodiment Project	CA	\$534,375	Chairman	\$80,000	\$71,563	2024
Dances For A Variable Population Inc	NY	\$445,656	Board Member/executive Director	\$69,054	\$66,551	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dova Inc	NY	\$541,296	Executive Director And Artistic Director	\$83,566	\$76,210	2025
Margaret Jenkins Dance Studio Inc	CA	\$541,453	President, Artistic Dir	\$117,269	\$104,902	2024
Ice Dance International	ME	\$442,975	Chair/presid	\$60,764	\$61,407	2025
Ishida Dance Company Inc	TX	\$542,782	Artistic Director Board Of Direct	\$32,000	\$34,140	2023
Cashion Cultural Legacy	CA	\$543,043	Executive Dir.	\$84,069	\$75,203	2024
Chinese Performing Arts Of America	CA	\$440,711	Executive Dir	\$36,000	\$33,155	2023
Blue Lapis Light Inc	TX	\$544,268	Ceo	\$91,000	\$94,300	2024
Dance Project Of Washington Heights Inc	NY	\$545,344	Executive Director/ Director	\$66,624	\$64,209	2023
Kalapriya Foundation Center For Indian	IL	\$437,349	Executive Director	\$54,677	\$55,686	2024
Caroline Calouche & Co	NC	\$547,637	Executive Dir.	\$34,617	\$36,099	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 94 organizations. Compensation range \$9,471–\$279,743; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$492,473); for reference, expenses \$475,025 and assets \$26,338.

ROLE MATCH Olivia Zimmerman, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	36 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	36 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 (Olivia Zimmerman) 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 94 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 36th 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.