

Portland Chamber Music Festival

Executive Director / CEO

EIN 010484781

ME · NTEE A69

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alice Kornhauser, Executive Director / CEO** (\$40,404) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

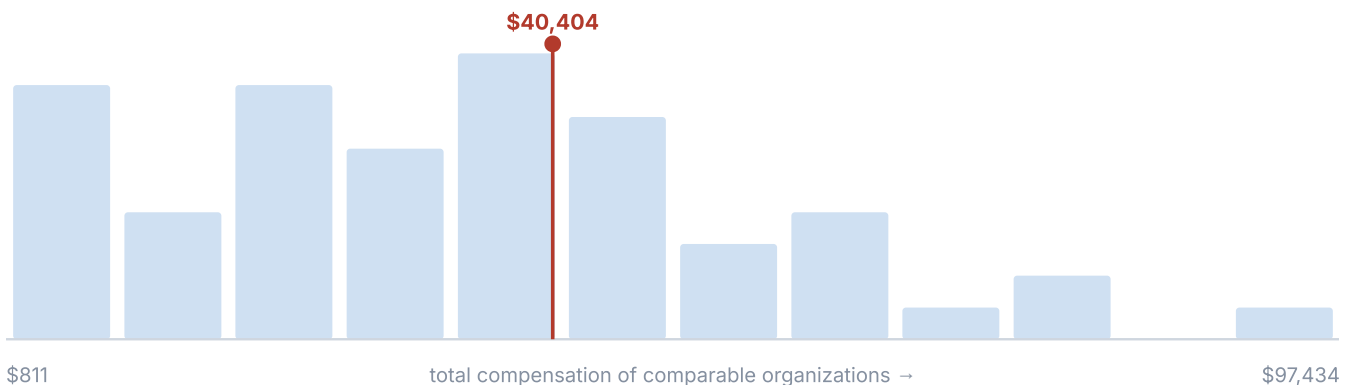
Benchmarked executive: Alice Kornhauser — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69).
BUDGET	Total revenue between \$152,770 and \$342,022 — 0.67x to 1.50x the subject's \$228,015 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,048	\$17,364	\$34,521	\$47,204	\$60,486	\$40,404
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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 ME 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
Arizona Philharmonic Inc	AZ	\$228,246	Executive Dir.	\$25,000	\$23,322	2024
Huntsville Youth Orchestra Inc	AL	\$228,701	Executive Dir	\$16,000	\$17,262	2023
Columbia Gorge Orchestra Association	OR	\$230,007	Artistic Chair Sinfonietta Dir	\$5,500	\$4,827	2025
Experiential Orchestra Inc	NY	\$230,111	General Manager	\$4,500	\$3,944	2024
Monterey County Pops	CA	\$225,001	Executive Director	\$18,337	\$15,813	2023
Alpharetta Symphony Orchestra Inc	GA	\$224,666	Executive Director	\$24,800	\$24,188	2024
East County Youth Symphony	CA	\$233,133	Executive Director	\$44,000	\$37,943	2023
South Coast Symphony	CA	\$234,409	Ceo	\$23,332	\$19,543	2024
Symphony Of The Redwoods	CA	\$234,665	Executive Director	\$16,402	\$14,144	2023
Napa Valley Youth Symphony	CA	\$221,203	Executive Director	\$54,000	\$46,567	2023
Metropolitan Youth Symphony Inc	MI	\$236,483	Executive Director	\$37,451	\$36,530	2025
Cascade Symphony Orchestra Inc	WA	\$218,574	Executive Director	\$72,000	\$60,917	2025
Macon Pops Inc	GA	\$239,728	Ceo	\$48,500	\$48,701	2023
Barenboim-said Foundation (Usa)	NY	\$216,233	Executive Director	\$91,667	\$80,348	2024
Youth Orchestras Of Charlotte	NC	\$214,280	Former Ex. Dir.	\$30,485	\$30,554	2024
Chamber Music Oc	CA	\$243,060	Executive Dir.	\$10,580	\$9,124	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Arapahoe Philharmonic Inc	CO	\$245,061	Executive Di	\$73,163	\$70,060	2023
Capital City Symphony	DC	\$210,335	Executive Dir.	\$24,334	\$21,325	2023
Tertulia Inc	NY	\$210,279	Board Member	\$39,000	\$35,194	2023
Black Hills Symphony Orchestra Society	SD	\$246,108	Executive Director	\$33,099	\$34,521	2025
Douglas County Youth Orchestra Inc	CO	\$246,704	Director	\$44,136	\$39,994	2025
Oregon East Symphony	OR	\$248,785	President	\$900	\$811	2024
Bemidji Symphony Orchestra	MN	\$249,976	Executive Di	\$43,728	\$40,832	2025
Longwood Symphony Orchestra Inc	MA	\$202,894	Executive Director	\$35,100	\$29,807	2025
Lake Washington Symphony Orche	WA	\$253,894	President	\$5,000	\$4,343	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 53 organizations. Compensation range \$811–\$97,434; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$228,015); for reference, expenses \$224,068 and assets \$151,545.

ROLE MATCH Alice Kornhauser, reported title "*EXECUTIVE DIRECTOR*", 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	64 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	64 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 (Alice Kornhauser) 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 53 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,404 is reasonable (approximately the 64th 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.