

# Camille Catherine Inc

Executive Director / CEO

EIN 010692587  
OH · NTEE A68  
FY ending 2023-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Llewellyn Christian Howes, Executive Director / CEO** (\$79,000) against **every comparable organization** that fit the selection criteria — **143** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

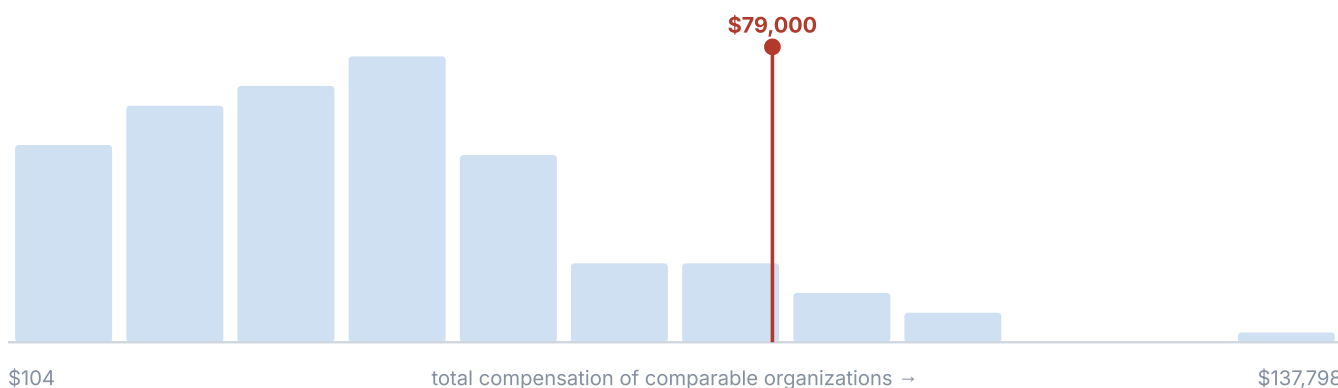
**Benchmarked executive:** Llewellyn Christian Howes — reported title “PRES/SEC/TREAS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A68).
- BUDGET** Total revenue between \$144,508 and \$323,527 — 0.67x to 1.50x the subject's \$215,685 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**143** organizations qualified on sector, size, and geography → **143** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,397	\$19,337	\$35,106	\$49,378	\$72,643	\$79,000
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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 OH 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
<a href="#">Rocky Mountain Highway</a>	CO	\$215,371	Executive Director	\$36,458	<b>\$32,059</b>	2024
<a href="#">Early Music Foundation Inc</a>	NY	\$214,692	General Manager	\$46,000	<b>\$39,245</b>	2023
<a href="#">North Shore Music Alliance Inc</a>	IL	\$217,260	President	\$10,000	<b>\$9,282</b>	2023
<a href="#">Great American Brass Band Festival Inc</a>	KY	\$211,712	Sponsorhip Coordinator	\$13,820	<b>\$13,265</b>	2025
<a href="#">Soundcorps Inc</a>	TN	\$211,424	Former Executive Director	\$40,008	<b>\$38,566</b>	2024
<a href="#">Baltimore Rock Opera Society Inc</a>	MD	\$221,609	Executive Director	\$15,833	<b>\$13,575</b>	2024
<a href="#">Hausmann Quartet Foundation</a>	CA	\$221,963	President	\$25,917	<b>\$20,523</b>	2024
<a href="#">We Are All Music Foundation Inc</a>	NJ	\$222,128	Chief Operating Officer	\$28,744	<b>\$23,535</b>	2024
<a href="#">Piano Spheres</a>	CA	\$222,590	Executive Director	\$39,000	<b>\$30,088</b>	2025
<a href="#">Ellsworth Community Music Institute</a>	ME	\$222,622	Artistic Dir	\$6,792	<b>\$6,237</b>	2024
<a href="#">Siletz Bay Music Festival</a>	OR	\$222,643	Operations Manager	\$18,000	<b>\$15,330</b>	2024
<a href="#">Elevar Foundation Inc</a>	FL	\$223,197	Executive Director	\$47,670	<b>\$42,281</b>	2023
<a href="#">Marlow Guitar International Incorporated</a>	MD	\$223,339	Executive Director	\$33,600	<b>\$29,658</b>	2023
<a href="#">The Music Coop</a>	MN	\$223,343	Managing Director	\$46,644	<b>\$43,515</b>	2023
<a href="#">City Park Jazz Inc</a>	CO	\$223,582	Executive Di	\$22,500	<b>\$19,785</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Southwest Roots Music Inc</a>	NM	\$207,751	Treasurer/executive Director	\$40,000	<b>\$40,619</b>	2023
<a href="#">Wisconsin Music Educators</a>	WI	\$223,664	Executive Di	\$40,081	<b>\$39,521</b>	2023
<a href="#">Oklahoma Philharmonic Affiliated Fund Of</a>	OK	\$223,708	Secretary	\$25,864	<b>\$26,889</b>	2023
<a href="#">Music Conservatory Of Coeur D Alene Inc</a>	ID	\$207,388	Executive Operations Manager	\$14,800	<b>\$14,865</b>	2023
<a href="#">Taiko Community Alliance</a>	CA	\$224,568	Executive Director	\$38,967	<b>\$30,857</b>	2024
<a href="#">Tampa Metropolitan Youth Orchestra</a>	FL	\$206,773	Executive Di	\$15,000	<b>\$12,589</b>	2025
<a href="#">Aequalis Inc</a>	FL	\$204,241	Pres. & Treas.	\$16,623	<b>\$13,952</b>	2025
<a href="#">Brooklyn Youth Music Project Inc</a>	NY	\$203,789	Artistic Dir	\$43,732	<b>\$36,240</b>	2024
<a href="#">The Tidewater Winds</a>	VA	\$228,993	Executive Di	\$52,499	<b>\$47,859</b>	2023
<a href="#">Methow Music Festival Association</a>	WA	\$201,532	Executive Director	\$10,540	<b>\$8,654</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **143** organizations. Compensation range \$104–\$137,798; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$215,685); for reference, expenses \$179,897 and assets \$70,286.

ROLE MATCH	Llewellyn Christian Howes, reported title "PRES/SEC/TREAS", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</sup>

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 (Llewellyn Christian Howes) 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 143 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,000 is reasonable (approximately the 93<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.