

# Cormont Music

Executive Director / CEO

This analysis benchmarks the total compensation of **Margaret Moran, Executive Director / CEO** (\$14,600) against **every comparable organization** that fit the selection criteria — **175** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

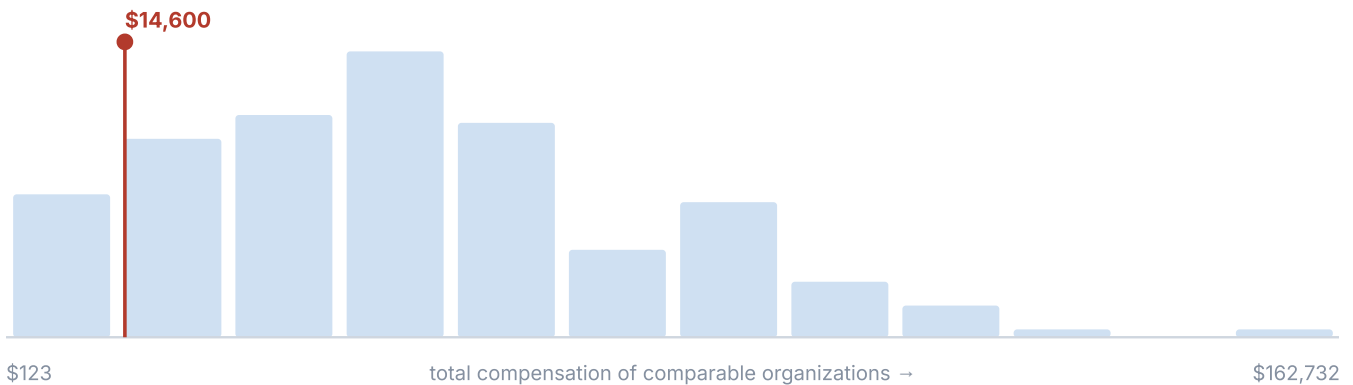
**Benchmarked executive:** Margaret Moran — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$186,972 and \$418,596 — 0.67x to 1.50x the subject's \$279,064 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**175** organizations qualified on sector, size, and geography → **175** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,652	\$28,114	\$46,347	\$66,199	\$92,274	<b>\$14,600</b>
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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 NH 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="#">Omaha Girls Rock Inc</a>	NE	\$279,075	Executive Director	\$33,205	<b>\$38,678</b>	2024
<a href="#">Bach Society Of Minnesota</a>	MN	\$277,880	Executive Director	\$52,800	<b>\$56,502</b>	2024
<a href="#">Copper Street Brass Quintet Non Profit</a>	MN	\$277,682	Executive Program Director	\$54,000	<b>\$56,297</b>	2025
<a href="#">Tacoma Youth Chorus</a>	WA	\$281,483	Managing Director	\$53,700	<b>\$53,606</b>	2023
<a href="#">Sweetwater Music Hall Inc</a>	CA	\$282,170	Executive Dir.	\$68,454	<b>\$65,907</b>	2023
<a href="#">Kingston Chamber Music Festival At The</a>	RI	\$275,012	Executive Director (Former)	\$60,000	<b>\$62,308</b>	2024
<a href="#">Ladies Musical Club Of Seattle</a>	WA	\$274,987	Executive Director	\$96,000	<b>\$93,083</b>	2024
<a href="#">Uil Music Region 24</a>	TX	\$274,907	Asst Exec Secretary	\$11,028	<b>\$11,639</b>	2025
<a href="#">The Big House Foundation Inc</a>	GA	\$284,594	Executive Di	\$99,832	<b>\$111,922</b>	2023
<a href="#">Close Encounters With Music</a>	NY	\$284,653	Artistic Director	\$100,000	<b>\$97,862</b>	2024
<a href="#">Endless Mountain Music Festival Inc</a>	PA	\$272,950	Executive Director	\$17,000	<b>\$18,360</b>	2024
<a href="#">School Of American Music</a>	MI	\$272,137	Director/teacher	\$12,000	<b>\$13,810</b>	2023
<a href="#">Bay Youth Orchestras Of Virginia</a>	VA	\$286,120	Executive Di	\$40,696	<b>\$41,458</b>	2025
<a href="#">Swan Scaling Walls A Note At A Time</a>	PA	\$269,848	Executive Director	\$29,330	<b>\$32,612</b>	2023
<a href="#">Prism Quartet Incorporated</a>	NY	\$288,772	Executive Director	\$113,258	<b>\$110,837</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Boulder Chorale</a>	CO	\$289,212	Artistic Director, Adult Choirs	\$28,807	<b>\$29,915</b>	2024
<a href="#">The Music Education Group Inc</a>	GA	\$289,733	Executive Director	\$48,000	<b>\$52,269</b>	2024
<a href="#">Moravian Music Foundation</a>	NC	\$290,125	Executive Di	\$80,698	<b>\$90,303</b>	2024
<a href="#">Envelop</a>	CA	\$267,859	Executive Dir.	\$106,000	<b>\$99,128</b>	2024
<a href="#">Music City Artist Development</a>	CA	\$267,297	Executive Director	\$6,955	<b>\$6,504</b>	2024
<a href="#">International Tuba Euphonium Association</a>	CT	\$266,921	Executive Director	\$24,996	<b>\$24,728</b>	2025
<a href="#">Dal Niente New Music Nfp</a>	IL	\$292,067	Executive Director	\$49,996	<b>\$53,231</b>	2024
<a href="#">The Impact Project</a>	NY	\$265,968	Director	\$59,250	<b>\$57,984</b>	2024
<a href="#">The Claflin Hill Music Performance</a>	MA	\$265,767	Exec & Artistic Director	\$60,324	<b>\$60,441</b>	2023
<a href="#">Chamber Music Raleigh Inc</a>	NC	\$292,644	Executive Director	\$36,000	<b>\$40,285</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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** 175 organizations. Compensation range \$123–\$162,732; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$279,064); for reference, expenses \$285,266 and assets \$195,572.

<b>ROLE MATCH</b>	Margaret Moran, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	13 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</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 (Margaret Moran) 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 10, 2026, comparing compensation against 175 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,600 is reasonable (approximately the 12<sup>th</sup> 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 10, 2026.