

Monadnock Chorus

Executive Director / CEO

EIN 026010637
 NH · NTEE A6BZ
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Morgan Bothwell, Executive Director / CEO** (\$12,300) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Morgan Bothwell — reported title “ARTISTIC DIRECTOR”, 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 (A6BZ).
BUDGET	Total revenue between \$45,190 and \$101,173 — 0.67x to 1.50x the subject's \$67,449 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,517	\$8,434	\$19,383	\$36,293	\$53,924	\$12,300
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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
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$17,510	2023
Peacepathways	MO	\$67,313	Executive Di	\$74,596	\$85,566	2024
Center For Changes	MI	\$67,764	President	\$33,600	\$38,668	2023
Grippio Stage Company Inc	IL	\$67,129	President/artistic Director	\$30,000	\$32,885	2023
Faribault Community Television	MN	\$67,798	Station Mngr	\$47,508	\$50,839	2024
Mag Foundation	CA	\$66,969	President	\$63,448	\$61,087	2023
Bellefontaine Cultural Arts Commission	OH	\$66,936	Co-director	\$6,500	\$7,676	2023
Heath Community Arts Council	OH	\$67,989	Executive Di	\$40,000	\$47,237	2023
Arpi Publishing	CA	\$68,026	Trustee	\$8,000	\$7,702	2023
Move The World	CA	\$68,220	President & Ceo	\$30,550	\$27,833	2025
Casoe Inc	MI	\$68,300	Ceostore Manager	\$24,000	\$28,753	2022
Friends Of Col Ben Stephenson House	IL	\$68,398	Museum Director	\$44,318	\$48,580	2023
The Society Of Mayflower Descendants	ME	\$66,399	Governor	\$1,500	\$1,674	2023
Fermata Arts Foundation Inc	CT	\$66,300	President	\$3,248	\$3,396	2023
Waupaca Historical Society	WI	\$66,228	Director	\$24,473	\$27,680	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hartford Preservation Alliance Inc	CT	\$66,165	Executive Dir.	\$21,000	\$21,954	2023
Link Art Gallery	IL	\$68,968	Executive Di	\$17,583	\$18,721	2024
Ss Columbia Project	NY	\$65,891	Chairwoman	\$20,000	\$20,151	2023
Valley Art Association	OR	\$69,007	Exec. Director	\$27,720	\$27,160	2025
Queens World Film Initiative Inc	NY	\$69,060	Co-founder & Artistic Director	\$2,880	\$2,746	2025
Towne Street Theatre	CA	\$69,090	Secretary	\$10,000	\$9,352	2024
The National Foundation For Musical	MN	\$65,780	President	\$12,000	\$13,220	2023
Maryland Conservatory Of Music Inc	MD	\$69,212	President And Executive Director	\$74,268	\$77,418	2023
Echo Park Film Center	CA	\$69,228	Executive Director	\$45,090	\$42,167	2024
East Austin Creative Coalition Inc	TX	\$69,524	Executive Director	\$17,545	\$19,568	2023

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.

● Sample, role match & sensitivity

PEER COUNT	324 organizations. Compensation range \$1-\$482,766; filing years 2021-2025.
SIZE BASIS	Matched on total revenue (\$67,449); for reference, expenses \$53,512 and assets \$117,932.
ROLE MATCH	Morgan Bothwell, reported title <i>"ARTISTIC DIRECTOR"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match —

the board should confirm this is a comparable role.

RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	34 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	31 st

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 (Morgan Bothwell) 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 324 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,300 is reasonable (approximately the 34th 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.