

Golden Tones Inc

Executive Director / CEO

EIN 043274268

MA · NTEE A6BI

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Lee Marion, Executive Director / CEO** (\$66,096) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Deborah Lee Marion — reported title “Exec Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A6BI).

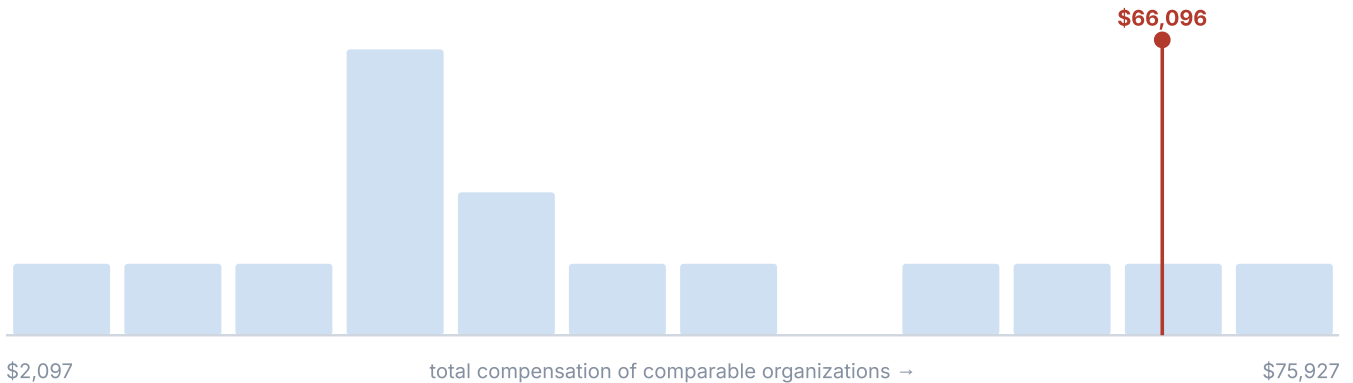
BUDGET Total revenue between \$83,859 and \$187,744 — 0.67x to 1.50x the subject's \$125,163 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,391	\$20,982	\$26,854	\$47,273	\$64,328	\$66,096
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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 MA 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
Northern Ohio Children's Performing	OH	\$129,032	Executive Director	\$64,419	\$75,927	2024
Amarillo Youth Choirs Inc	TX	\$131,155	Executive Di	\$45,480	\$52,122	2023
Youth Singers Of The Bay Area	TX	\$117,176	Artistic Director	\$13,929	\$15,106	2025
Youth Ensemble Of Atlanta Inc	GA	\$113,703	Executive Director	\$34,878	\$38,020	2025
Virginia Choral Society Inc	VA	\$105,978	Artistic Director	\$20,085	\$21,024	2025
The Trey Clegg Singers Inc	GA	\$103,947	Founder/director	\$24,000	\$26,854	2024
Womens Chorus Of Dallas	TX	\$155,690	General Manager	\$1,934	\$2,097	2025
Virginia Glee Club Inc	VA	\$158,339	General Manager	\$29,200	\$32,301	2023
Lawrence Children's Choir Inc	KS	\$158,976	Executive Di	\$36,221	\$42,423	2025
Verdigris Ensemble Inc	TX	\$159,676	Executive Director	\$22,424	\$24,962	2024
Childrens Chorus Of Collin County	TX	\$89,323	Director	\$12,500	\$13,915	2024
The Washington Mens Camerata Inc	DC	\$162,374	Managing Director	\$61,760	\$60,311	2024
Appleton Boychoir Inc	WI	\$174,656	Artistic Director	\$17,500	\$20,939	2023
Giving Voice Initiative	MN	\$185,861	Executive Director	\$59,189	\$67,006	2023
Oberlin Choristers	OH	\$186,552	Artist Director	\$22,167	\$25,454	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	15 organizations. Compensation range \$2,097–\$75,927; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$125,163); for reference, expenses \$119,237 and assets \$997,638.
ROLE MATCH	Deborah Lee Marion, reported title " <i>Exec Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	87 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 (Deborah Lee Marion) 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 15 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,096 is reasonable (approximately the 87th 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.