

Mistral Music Inc

Executive Director / CEO

EIN 043351176

MA · NTEE A6CZ

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Scolnik, Executive Director / CEO** (\$20,250) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Julie Scolnik — 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 (A6CZ).

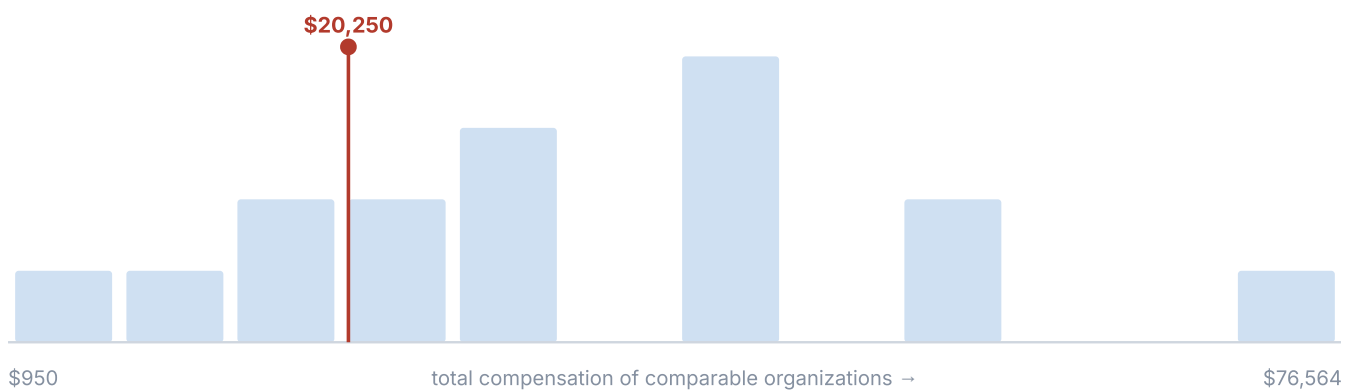
BUDGET Total revenue between \$91,922 and \$205,797 — 0.67x to 1.50x the subject's \$137,198 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,048

\$19,891

\$31,190

\$44,890

\$53,139

\$20,250



● 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
Center For Music By People With Disabilities	MT	\$135,967	Executive Director Non Voting Member Of The Board	\$36,000	\$44,327	2024
Magical Strings Of Youth Nfp	IL	\$128,512	President	\$15,000	\$17,343	2023
Cedar Falls Band Inc	IA	\$123,132	President	\$760	\$950	2024
One Achord Guitar Lessons Inc	CA	\$122,814	President	\$77,624	\$76,564	2024
Klezmer Music Foundation	IL	\$161,844	President	\$26,000	\$29,198	2024
Carpe Diem String Quartet	OH	\$162,448	Trustee	\$16,600	\$20,083	2024
River City Drum Corp Cultural Arts Institute Inc	KY	\$111,932	Executive Director	\$44,500	\$54,611	2024
Parkway High School Band Boosters Inc	LA	\$108,314	Main Treasurer	\$24,000	\$30,187	2024
Renovare Music Inc	OH	\$174,055	Executive Director	\$36,000	\$44,841	2023
Ensemble For The Romantic Century	NY	\$99,658	President	\$12,000	\$12,752	2023
Kadima Conservatory Of Music Inc	CA	\$177,171	Ceo	\$19,582	\$19,315	2024
Miami Chamber Music Society	FL	\$178,365	Artistic Director	\$30,000	\$32,192	2024
Wichita Falls Youth Symphony Orchestra	TX	\$189,592	Executive Director	\$38,333	\$43,800	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sacramento Jazz Education Foundation	CA	\$198,559	Executive Director	\$52,382	\$51,667	2024
Cavani String Quartet	OH	\$202,846	Treasurer	\$17,410	\$21,685	2023
Boise Baroque Inc	ID	\$203,674	Executive Director	\$36,000	\$45,037	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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	16 organizations. Compensation range \$950–\$76,564; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$137,198); for reference, expenses \$114,575 and assets \$53,208.
ROLE MATCH	Julie Scolnik, 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31st
Total compensation (D + F), as reported (no adjustments)	38th
Reportable pay only (column D), adjusted	38th
All sources (D + E + F), adjusted	31st

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 (Julie Scolnik) 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 16 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,250 is reasonable (approximately the 31st 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.