

Blue Heron Renaissance Choir Inc

Executive Director / CEO

EIN 043522239

MA · NTEE A6B

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Robert Pape, Executive Director / CEO** (\$49,847) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

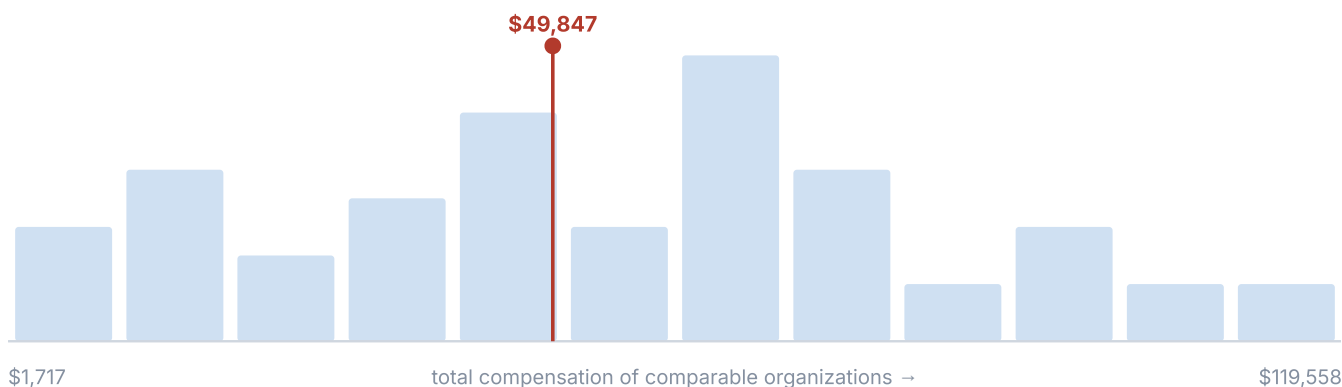
Benchmarked executive: Robert Pape — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

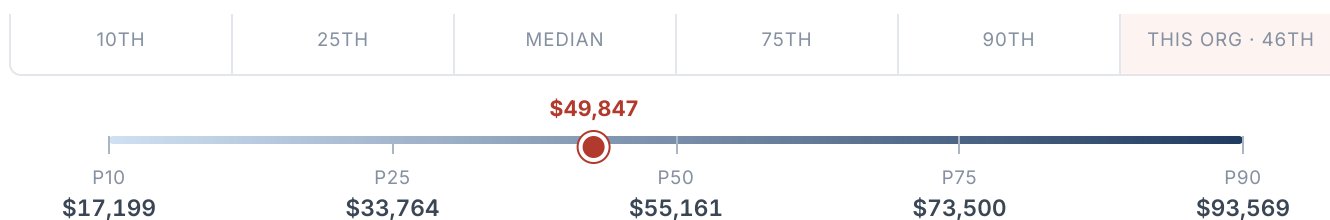
SECTOR	Organizations sharing the subject's NTEE classification (A6B).
BUDGET	Total revenue between \$210,997 and \$472,383 — 0.67x to 1.50x the subject's \$314,922 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography → **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,199	\$33,764	\$49,847	\$73,500	\$93,569	\$119,558
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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
The Talent Machine Company Inc	MD	\$313,727	President	\$1,650	\$1,717	2024
Children's Chorus Of Maryland Inc	MD	\$319,203	Excutive Director	\$85,261	\$88,704	2024
The Girl Choir Of South Florida Inc	FL	\$309,837	Exeuctive Artistic Director	\$48,667	\$49,566	2025
National Choral Council Inc	NY	\$306,582	Exec Director	\$74,000	\$74,413	2024
Island Choral Experience	WA	\$306,575	Director	\$90,000	\$89,669	2024
Atlanta Master Chorale	GA	\$325,611	Executive Director	\$61,000	\$68,254	2024
Refugee Choir Project	WA	\$327,706	Executive Director	\$94,274	\$93,927	2024
Larimer Choral Society	CO	\$299,706	Executive Di	\$28,750	\$29,887	2025
San Luis Obispo Master Chorale	CA	\$299,577	Executive Director (Non-voting)	\$18,146	\$16,987	2025
Charlotte Master Chorale	NC	\$299,056	Ex-officio	\$52,958	\$60,893	2024
Central Dakota Children's Choir	ND	\$298,536	Executive Di	\$35,525	\$42,265	2025
The Piatigorsky Foundation	NY	\$331,767	Aristic Director/president	\$5,000	\$5,177	2023
The Glen Ellyn Children's Chorus	IL	\$295,492	Executive Director	\$23,155	\$25,332	2024
Jack Music Inc	NY	\$338,095	Director	\$46,667	\$46,927	2024
William Baker Choral Foundation Inc	KS	\$291,526	Development Director	\$37,500	\$45,083	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Choral Chameleon	NY	\$291,315	Artistic Director	\$18,000	\$18,635	2023
Salt Lake Choral Artists	UT	\$341,175	Managing Direct	\$50,000	\$56,947	2024
The Choralis Foundation	VA	\$287,316	Artistic Dir	\$55,000	\$60,842	2023
Wilmington Children's Chorus	DE	\$344,704	Executive Director	\$60,043	\$67,357	2023
Singers Minnesota Choral Artists	MN	\$282,513	Exec And Artistic Director	\$71,902	\$77,025	2025
Chandler Childrens Choir Inc	AZ	\$281,311	Executive/artistic Director	\$30,417	\$32,553	2024
Lake Superior Youth Chorus Inc	MN	\$278,979	Choir Coordinator	\$19,231	\$20,601	2025
Pittsburgh Youth Chorus	PA	\$275,725	Executive Dir.	\$65,958	\$73,196	2024
Arkansas Choral Directors	AR	\$359,780	Exec Director	\$55,000	\$68,798	2024
Roanoke Valley Childrens Choir Inc	VA	\$360,633	Rvcc Director	\$74,106	\$79,625	2024

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 56 organizations. Compensation range \$1,717–\$119,558; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$314,922); for reference, expenses \$494,853 and assets \$77,991. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Robert Pape, reported title "*EXECUTIVE DI*", 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	46 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	46 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 (Robert Pape) 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 56 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,847 is reasonable (approximately the 46th 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.