

Kingston Chamber Music Festival At The

Executive Director / CEO

EIN 050475910
 RI · NTEE A680
 FY ending 2024-10-31
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Etter, Executive Director / CEO** (\$60,000) 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 **70th** percentile of comparable organizations within the typical range

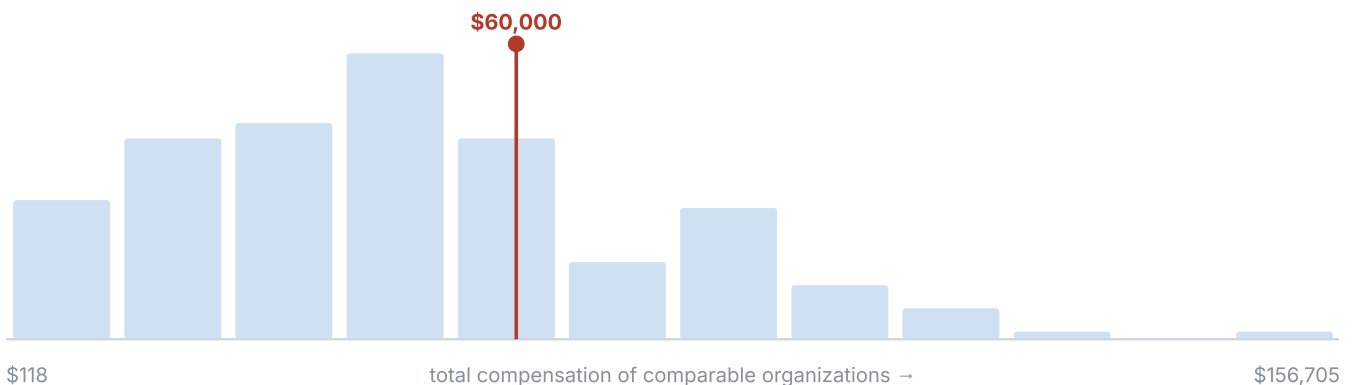
Benchmarked executive: Elizabeth Etter — reported title “Executive Director (former)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A680).
BUDGET	Total revenue between \$184,258 and \$412,518 — 0.67x to 1.50x the subject's \$275,012 (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



\$12,184	\$26,086	\$43,291	\$63,567	\$88,856	\$60,000
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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 RI 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
Ladies Musical Club Of Seattle	WA	\$274,987	Executive Director	\$96,000	\$89,635	2024
Uil Music Region 24	TX	\$274,907	Asst Exec Secretary	\$11,028	\$11,208	2025
Endless Mountain Music Festival Inc	PA	\$272,950	Executive Director	\$17,000	\$17,680	2024
Copper Street Brass Quintet Non Profit	MN	\$277,682	Executive Program Director	\$54,000	\$54,212	2025
Bach Society Of Minnesota	MN	\$277,880	Executive Director	\$52,800	\$54,410	2024
School Of American Music	MI	\$272,137	Director/teacher	\$12,000	\$13,298	2023
Cormont Music	NH	\$279,064	Executive Dir.	\$14,600	\$14,059	2024
Omaha Girls Rock Inc	NE	\$279,075	Executive Director	\$33,205	\$37,245	2024
Swan Scaling Walls A Note At A Time	PA	\$269,848	Executive Director	\$29,330	\$31,404	2023
Tacoma Youth Chorus	WA	\$281,483	Managing Director	\$53,700	\$51,621	2023
Envelop	CA	\$267,859	Executive Dir.	\$106,000	\$95,456	2024
Sweetwater Music Hall Inc	CA	\$282,170	Executive Dir.	\$68,454	\$63,466	2023
Music City Artist Development	CA	\$267,297	Executive Director	\$6,955	\$6,263	2024
International Tuba Euphonium Association	CT	\$266,921	Executive Director	\$24,996	\$23,812	2025
The Impact Project	NY	\$265,968	Director	\$59,250	\$55,836	2024
The Claflin Hill Music Performance	MA	\$265,767	Exec & Artistic Director	\$60,324	\$58,203	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Big House Foundation Inc	GA	\$284,594	Executive Di	\$99,832	\$107,777	2023
Girls Rock Des Moines	IA	\$265,402	Executive Director	\$33,280	\$38,002	2024
Close Encounters With Music	NY	\$284,653	Artistic Director	\$100,000	\$94,238	2024
New Orleans Arts & Cultural Host	LA	\$264,844	Executive Di	\$42,000	\$48,231	2024
Bay Youth Orchestras Of Virginia	VA	\$286,120	Executive Di	\$40,696	\$39,923	2025
Renovation In Music Education	DC	\$262,501	President	\$119,086	\$112,202	2023
Border Crossing	MN	\$261,798	Exec Director	\$85,906	\$86,244	2025
Prism Quartet Incorporated	NY	\$288,772	Executive Director	\$113,258	\$106,732	2024
Boulder Chorale	CO	\$289,212	Artistic Director, Adult Choirs	\$28,807	\$28,807	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 175 organizations. Compensation range \$118–\$156,705; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$275,012); for reference, expenses \$266,242 and assets \$922,627.

ROLE MATCH Elizabeth Etter, reported title "*Executive Director (former)*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	70 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	70 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 (Elizabeth Etter) 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 175 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 70th 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.