

Thames Valley Music School Inc

Executive Director / CEO

EIN 061021061

CT · NTEE A6E0

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathy Gallup, Executive Director / CEO** (\$63,729) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

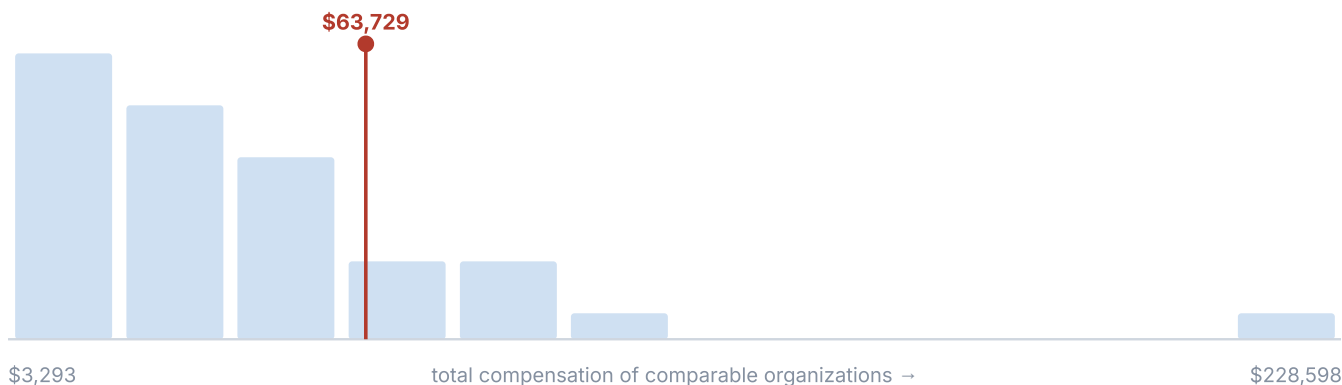
Benchmarked executive: Kathy Gallup — reported title “ADMIN. DIREC”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6E0).
BUDGET	Total revenue between \$143,940 and \$322,255 — 0.67x to 1.50x the subject's \$214,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6E), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,857	\$18,967	\$37,226	\$56,434	\$84,612	\$63,729
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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 CT 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
Richards Institute Of	CA	\$213,781	Executive Di	\$44,000	\$40,522	2024
Mode Music And Performing Arts	WA	\$218,302	Founder	\$25,000	\$24,577	2023
Conservatory Of Dance Inc	IN	\$220,055	School Director	\$12,500	\$14,474	2023
Center For The Dance Theatre	CA	\$208,832	President	\$48,873	\$46,340	2023
The Conservatoire Inc	GA	\$208,793	President	\$48,000	\$52,995	2023
Alabama Music Educators Association	AL	\$203,705	Executive D	\$22,000	\$24,696	2025
Arconet	PA	\$226,915	President And Artistic Dir	\$44,114	\$45,710	2025
Bandwagon Institute For The Arts	HI	\$230,121	President	\$27,665	\$27,197	2023
American Dance Institute	NY	\$231,550	Executive Director	\$230,390	\$228,598	2023
Sacramento Preparatory Music Academy	CA	\$234,926	Ceo	\$52,000	\$49,304	2023
The Music Academy	PA	\$242,962	Director	\$32,984	\$35,081	2024
Girls Write Nashville	TN	\$249,272	Pres. & E.d.	\$75,000	\$84,081	2024
Balmoral School Of Highland Piping	PA	\$250,031	Exec Directo	\$35,000	\$37,226	2024
Oregon Suzuki Institute	OR	\$178,882	Director	\$20,000	\$19,809	2024
Youth Inspirations Theatre	IN	\$250,899	President	\$47,371	\$53,280	2024
Community School Of The Arts	TN	\$253,244	Executive Director	\$80,738	\$90,514	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Clarkston Conservatory Of Music Inc	MI	\$173,865	Director	\$16,465	\$18,125	2024
Aerial Dance Chicago	IL	\$259,429	Board Member / Artistic Director	\$55,200	\$59,588	2023
The Mount Calvary Academy Of Music	MN	\$168,481	Director	\$49,956	\$52,647	2024
Suffolk County Music Educators	NY	\$261,461	Treasurer	\$6,000	\$5,783	2024
Cygnum Creative Arts Centre Inc	NJ	\$166,872	Artistic Dir	\$23,650	\$21,940	2025
The Ballet School Of Stamford	CT	\$265,615	Executive Dir.	\$70,000	\$68,196	2025
Shubanjali School Of Performing Arts	NJ	\$269,769	President	\$86,667	\$84,966	2023
The Conservatory Of Central Illinois	IL	\$156,070	Executive Director	\$14,047	\$14,729	2024
Resonance Vocal Ensemble	OR	\$279,404	Secretary	\$11,063	\$10,675	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 35 organizations. Compensation range \$3,293–\$228,598; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$214,837); for reference, expenses \$231,722 and assets \$571,485.

ROLE MATCH Kathy Gallup, reported title "ADMIN. DIREC", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	77 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	77 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 (Kathy Gallup) 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 35 similarly situated organizations (Same NTEE sector (A6E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,729 is reasonable (approximately the 77th 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.