

The Ridgefield Symphony Orchestra Inc

Executive Director / CEO

EIN 066098657
 CT · NTEE A69Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Laurie Kenagy, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

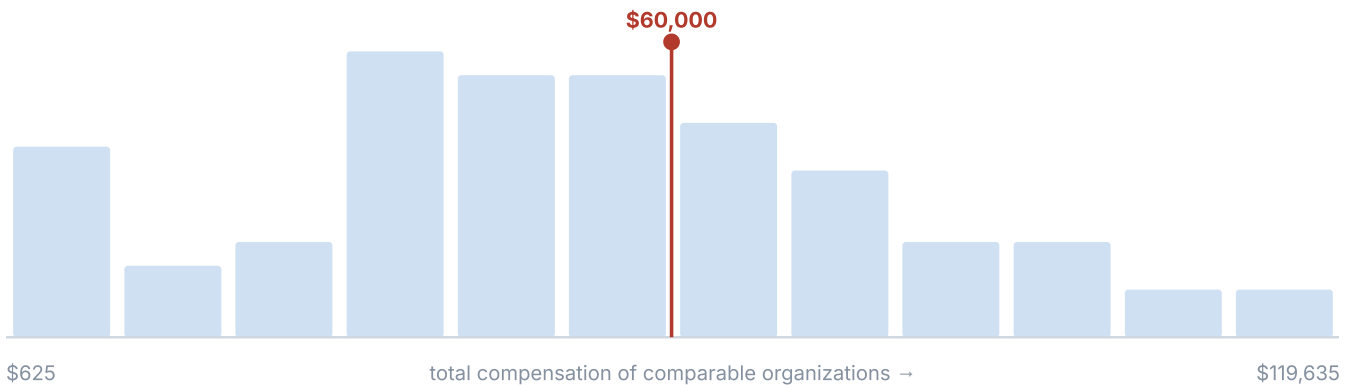
Benchmarked executive: Laurie Kenagy — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69Z).
BUDGET	Total revenue between \$245,108 and \$548,751 — 0.67x to 1.50x the subject's \$365,834 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,125	\$34,459	\$50,361	\$68,206	\$89,408	\$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 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
Eureka Symphony	CA	\$366,053	Artistic Director/conductor	\$40,000	\$35,889	2025
Chamber Orchestra Of New York	NY	\$364,933	Music Director	\$52,500	\$50,597	2024
Heartland Festival Orchestra	IL	\$366,821	Trustee	\$86,950	\$91,170	2024
Yarnwire Inc	NY	\$371,254	Executive Director	\$66,350	\$63,945	2024
Bismarck-mandan Orchestral Association	ND	\$371,459	Board Member/ Music Direct	\$64,006	\$74,914	2024
Juneau Symphony Inc	AK	\$358,417	Executive Di	\$68,933	\$72,365	2023
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$37,683	2024
Santa Monica Youth Orchestra	CA	\$355,404	Executive Director	\$85,378	\$78,630	2024
Enid Symphony Association	OK	\$354,358	Music Director/ Ceo	\$40,600	\$47,681	2024
Dream Orchestra Inc	CA	\$353,195	President	\$60,000	\$56,889	2023
Southwest Michigan Symphony Orchestra	MI	\$378,879	Executive Director	\$38,958	\$44,154	2023
Fredericksburg Symphony Orchestra	VA	\$351,726	Executive Di	\$25,666	\$27,211	2023
Riverside Symphony Inc	NY	\$346,730	President/di	\$73,525	\$72,953	2023
Mountain West String Academy	UT	\$345,567	Executive Dir.	\$55,503	\$59,024	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sheboygan Symphony Orchestra Inc	WI	\$344,700	Executive Director (Current)	\$38,231	\$42,584	2024
Mankato Symphony Orchestra Inc	MN	\$344,402	Executive Director	\$69,892	\$71,757	2025
The Hershey Symphony Orchestra	PA	\$344,049	Executive Di	\$25,000	\$25,905	2025
Longview Symphony League	TX	\$342,620	Executive Di	\$50,634	\$54,020	2024
Carolina Youth Symphony	SC	\$392,246	Executive Dir.	\$28,119	\$32,212	2023
Chamber Music Center Of New	NY	\$339,122	Artistic Dir	\$71,625	\$67,250	2025
Classical Kids Music Education Nfp	IL	\$338,843	President	\$104,875	\$107,131	2025
Monticello Opera House Inc	FL	\$338,277	Executive Director	\$50,417	\$52,006	2023
Westchester Philharmonic Inc	NY	\$394,271	Executive & Artistic Director	\$96,544	\$95,793	2023
Skagit Symphony	WA	\$398,201	Executive Director	\$50,589	\$48,306	2024
Elmhurst Symphony Association Inc	IL	\$333,330	Executive Director	\$45,250	\$47,446	2024

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	77 organizations. Compensation range \$625–\$119,635; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$365,834); for reference, expenses \$419,955 and assets \$357,263.
ROLE MATCH	Laurie Kenagy, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	64 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	61 st

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 (Laurie Kenagy) 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 77 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 64th 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.