

# Songs Of Love Foundation

Executive Director / CEO

EIN 113314191

NY · NTEE P58

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Beltzer, Executive Director / CEO** (\$175,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P58).

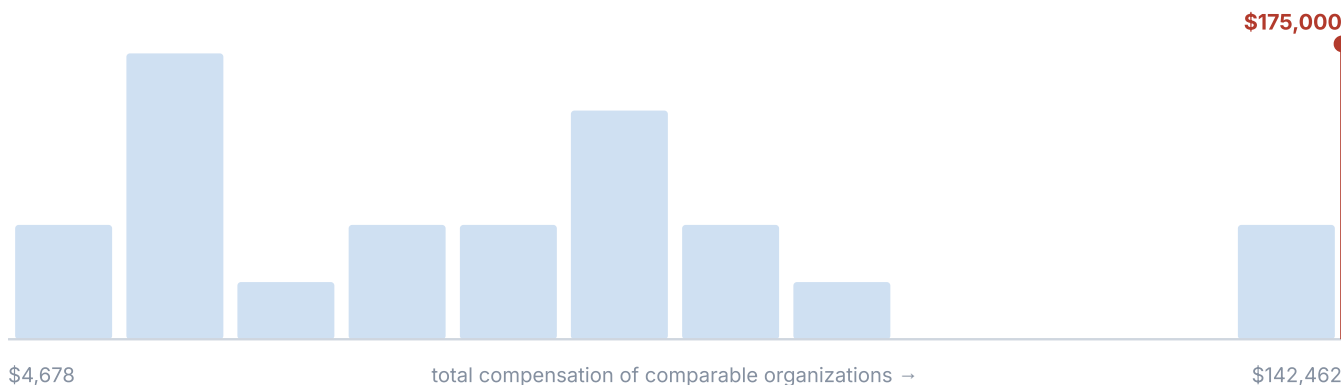
**BUDGET** Total revenue between \$332,565 and \$744,550 — 0.67x to 1.50x the subject's \$496,367 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P58), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,582	\$23,089	\$61,079	\$66,636	\$85,552	\$175,000
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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 NY 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
<a href="#">Hope Loves Company Inc</a>	NJ	\$479,920	Executive Dir.	\$21,154	<b>\$21,519</b>	2023
<a href="#">Baby Dj</a>	FL	\$477,586	Treasurer	\$4,500	<b>\$4,678</b>	2024
<a href="#">Letters Charity</a>	IL	\$475,053	President/executive Direct	\$56,544	<b>\$61,518</b>	2024
<a href="#">Fairy Godmother Project</a>	VA	\$462,410	Executive Director	\$80,066	<b>\$85,552</b>	2024
<a href="#">Cloverdale Community Outreach Committee</a>	CA	\$533,182	Executive Director	\$65,381	<b>\$64,323</b>	2023
<a href="#">Helping Hand Me Downs</a>	MO	\$547,191	Founder & Executive Director	\$15,000	<b>\$17,582</b>	2024
<a href="#">Troopster Donation Corp</a>	VA	\$431,571	Ceo & President	\$37,691	<b>\$41,463</b>	2023
<a href="#">Ambassadors Of Compassion</a>	CO	\$566,037	Executive Director	\$34,884	<b>\$38,110</b>	2023
<a href="#">Bikes For Goodness Sake</a>	TX	\$408,415	Executive Dir.	\$20,857	<b>\$23,089</b>	2024
<a href="#">A Bridge For Kids</a>	CA	\$401,083	Ceo	\$66,176	<b>\$63,237</b>	2024
<a href="#">Sweet Sleep Inc</a>	TN	\$392,407	President	\$115,885	<b>\$138,784</b>	2023
<a href="#">Marshall County Christmas Coalition</a>	AL	\$379,270	Executive Director	\$21,240	<b>\$25,394</b>	2024
<a href="#">Heroes Night Out Inc</a>	TX	\$362,233	Executive Director	\$76,000	<b>\$84,132</b>	2024
<a href="#">Ward 365 Nfp</a>	IL	\$358,198	Executive Director	\$17,500	<b>\$19,602</b>	2023
<a href="#">Mending-the-gap Inc</a>	GA	\$355,390	Secretary	\$38,769	<b>\$43,139</b>	2024
<a href="#">The Christian Laymans Corps</a>	PA	\$351,388	President & Ceo	\$58,152	<b>\$66,072</b>	2023
<a href="#">Teachers Supply Closet</a>	SC	\$338,844	Executive Dir.	\$72,347	<b>\$83,525</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chesterfield-colonial Heights Christmas Mother Inc</a>	VA	\$669,406	Coordinator	\$12,000	<b>\$12,492</b>	2025
<a href="#">Operation Shoebox Usa Inc</a>	FL	\$694,144	President	\$58,752	<b>\$61,079</b>	2024
<a href="#">Cycle Changing Young Children's Lives</a>	TX	\$728,565	Executive Dir.	\$125,000	<b>\$142,462</b>	2023
<a href="#">Pediatric Oncology Treasure Chest</a>	IL	\$732,757	Executive Director	\$61,248	<b>\$66,636</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$4,678–\$142,462; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$496,367); for reference, expenses \$696,118 and assets \$1,948,514. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	John Beltzer, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 peers 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	<b>100<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	100 <sup>th</sup>

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 (John Beltzer) 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 21 similarly situated organizations (Same NTEE sector (P58), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$175,000 is reasonable (approximately the 100<sup>th</sup> 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.