

Riverside Symphony Inc

Executive Director / CEO

EIN 133168350
 NY · NTEE A69
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Anthony Korf, Executive Director / CEO** (\$73,525) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

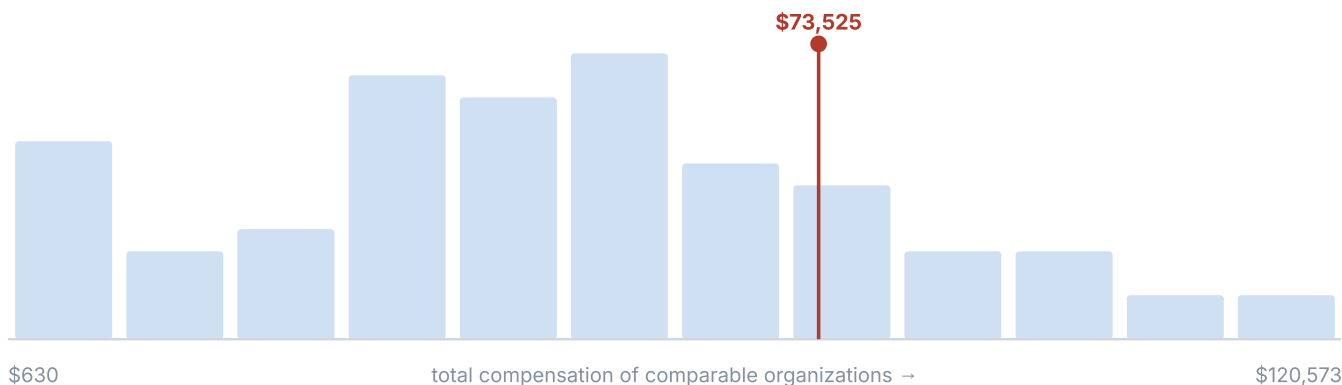
Benchmarked executive: Anthony Korf — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69).
BUDGET	Total revenue between \$232,309 and \$520,095 — 0.67x to 1.50x the subject's \$346,730 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,110	\$33,016	\$48,686	\$67,777	\$88,924	\$73,525
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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
Mountain West String Academy	UT	\$345,567	Executive Dir.	\$55,503	\$59,487	2025
Sheboygan Symphony Orchestra Inc	WI	\$344,700	Executive Director (Current)	\$38,231	\$42,917	2024
Mankato Symphony Orchestra Inc	MN	\$344,402	Executive Director	\$69,892	\$72,321	2025
The Hershey Symphony Orchestra	PA	\$344,049	Executive Di	\$25,000	\$26,108	2025
Longview Symphony League	TX	\$342,620	Executive Di	\$50,634	\$54,443	2024
Fredericksburg Symphony Orchestra	VA	\$351,726	Executive Di	\$25,666	\$27,425	2023
Dream Orchestra Inc	CA	\$353,195	President	\$60,000	\$57,336	2023
Chamber Music Center Of New	NY	\$339,122	Artistic Dir	\$71,625	\$67,777	2025
Enid Symphony Association	OK	\$354,358	Music Director/ Ceo	\$40,600	\$48,054	2024
Classical Kids Music Education Nfp	IL	\$338,843	President	\$104,875	\$107,970	2025
Monticello Opera House Inc	FL	\$338,277	Executive Director	\$50,417	\$52,414	2023
Santa Monica Youth Orchestra	CA	\$355,404	Executive Director	\$85,378	\$79,247	2024
Juneau Symphony Inc	AK	\$358,417	Executive Di	\$68,933	\$72,932	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elmhurst Symphony Association Inc	IL	\$333,330	Executive Director	\$45,250	\$47,818	2024
Orchestra Santa Monica Association	CA	\$329,123	Music Director	\$21,500	\$19,442	2025
Chamber Orchestra Of New York	NY	\$364,933	Music Director	\$52,500	\$50,994	2024
The Ridgefield Symphony Orchestra Inc	CT	\$365,834	Executive Director	\$60,000	\$60,471	2024
The Capitol Symphonic Youth Orchestras Inc	VA	\$327,611	Executive Director	\$50,400	\$52,308	2024
Eureka Symphony	CA	\$366,053	Artistic Director/conductor	\$40,000	\$36,170	2025
Heartland Festival Orchestra	IL	\$366,821	Trustee	\$86,950	\$91,884	2024
Yarnwire Inc	NY	\$371,254	Executive Director	\$66,350	\$64,446	2024
Bismarck-mandan Orchestral Association	ND	\$371,459	Board Member/ Music Direct	\$64,006	\$75,502	2024
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$37,978	2024
Southwest Michigan Symphony Orchestra	MI	\$378,879	Executive Director	\$38,958	\$44,500	2023
Southeastern Minnesota Youth	MN	\$310,682	Executive Di	\$44,637	\$46,188	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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.

● Sample, role match & sensitivity

PEER COUNT	81 organizations. Compensation range \$630–\$120,573; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$346,730); for reference, expenses \$567,238 and assets \$68,857. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anthony Korf, reported title " <i>PRESIDENT/DI</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	80 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	78 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 (Anthony Korf) 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 81 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$73,525 is reasonable (approximately the 80th 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.