

Renovation In Music Education

Executive Director / CEO

EIN 134185513

DC · NTEE A68

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arthur Bloom, Executive Director / CEO** (\$119,086) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

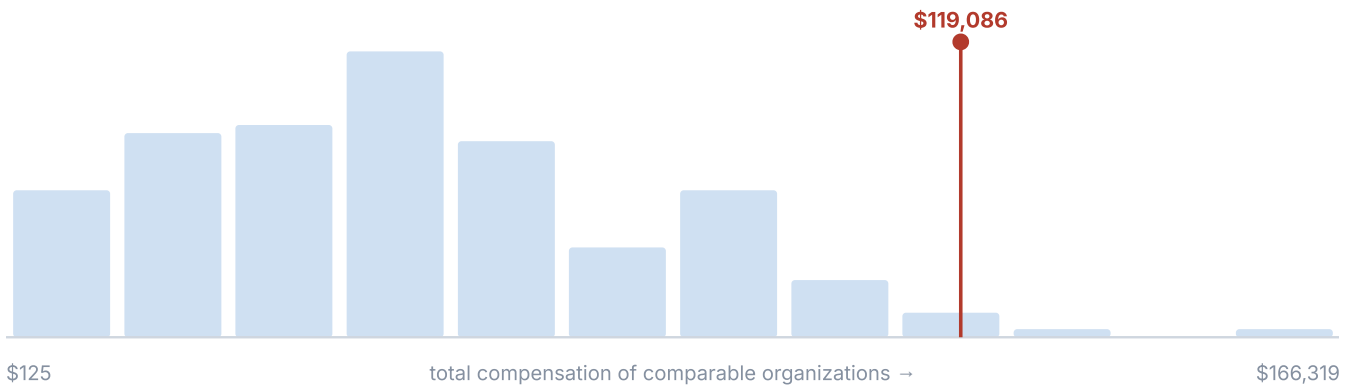
Benchmarked executive: Arthur Bloom — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$175,875 and \$393,751 — 0.67x to 1.50x the subject's \$262,501 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,175	\$26,966	\$46,548	\$68,209	\$93,984	\$119,086
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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 DC 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
Border Crossing	MN	\$261,798	Exec Director	\$85,906	\$91,535	2025
Etm-massachusetts Inc	MA	\$260,492	Exective Director	\$94,688	\$96,963	2023
New Orleans Arts & Cultural Host	LA	\$264,844	Executive Di	\$42,000	\$51,190	2024
Girls Rock Des Moines	IA	\$265,402	Executive Director	\$33,280	\$40,333	2024
Rock Central Inc	WI	\$259,349	Executive Di	\$18,886	\$21,832	2024
The Claflin Hill Music Performance	MA	\$265,767	Exec & Artistic Director	\$60,324	\$61,774	2023
The Impact Project	NY	\$265,968	Director	\$59,250	\$59,262	2024
Music In Place	CA	\$258,414	Mkting Adm Off.	\$39,708	\$37,952	2024
International Tuba Euphonium Association	CT	\$266,921	Executive Director	\$24,996	\$25,272	2025
Music City Artist Development	CA	\$267,297	Executive Director	\$6,955	\$6,647	2024
Envelop	CA	\$267,859	Executive Dir.	\$106,000	\$101,313	2024
Mencius Society For The Arts Inc	NY	\$256,991	Executive Di	\$34,793	\$33,903	2025
Swan Scaling Walls A Note At A Time	PA	\$269,848	Executive Director	\$29,330	\$33,331	2023
Opus Community Music School Inc	MD	\$254,890	Executive Director/teacher	\$47,417	\$49,068	2024
Guardians Of Sound	PA	\$254,493	Executive Director	\$48,200	\$53,203	2024
American Harp Society Inc	MA	\$254,201	Executive Director	\$59,600	\$61,032	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
School Of American Music	MI	\$272,137	Director/teacher	\$12,000	\$14,115	2023
Endless Mountain Music Festival Inc	PA	\$272,950	Executive Director	\$17,000	\$18,764	2024
Uil Music Region 24	TX	\$274,907	Asst Exec Secretary	\$11,028	\$11,896	2025
Ladies Musical Club Of Seattle	WA	\$274,987	Executive Director	\$96,000	\$95,135	2024
Kingston Chamber Music Festival At The	RI	\$275,012	Executive Director (Former)	\$60,000	\$63,682	2024
Montana Chamber Music Society	MT	\$249,956	Director	\$108	\$125	2025
Mallarme Chamber Players Inc	NC	\$249,676	Artistic Director	\$77,004	\$88,069	2024
Contemporaneous Inc	NY	\$249,614	Director	\$30,057	\$30,063	2024
Asheville Music School Sound Education	NC	\$247,759	Ex Officio	\$43,403	\$48,360	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 169 organizations. Compensation range \$125–\$166,319; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$262,501); for reference, expenses \$328,962 and assets \$586,522.

ROLE MATCH Arthur Bloom, reported title "*President*", 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	98 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 (Arthur Bloom) 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 169 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$119,086 is reasonable (approximately the 99th 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.