PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

American Harp Society Inc

Executive Director / CEO

EIN **136131860**
MA · NTEE A68C
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Kathryn Mcmanus, Executive Director / CEO** ($59,600) against **every comparable organization** that fit the selection criteria — **168** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 70th percentile of comparable organizations

within the typical range

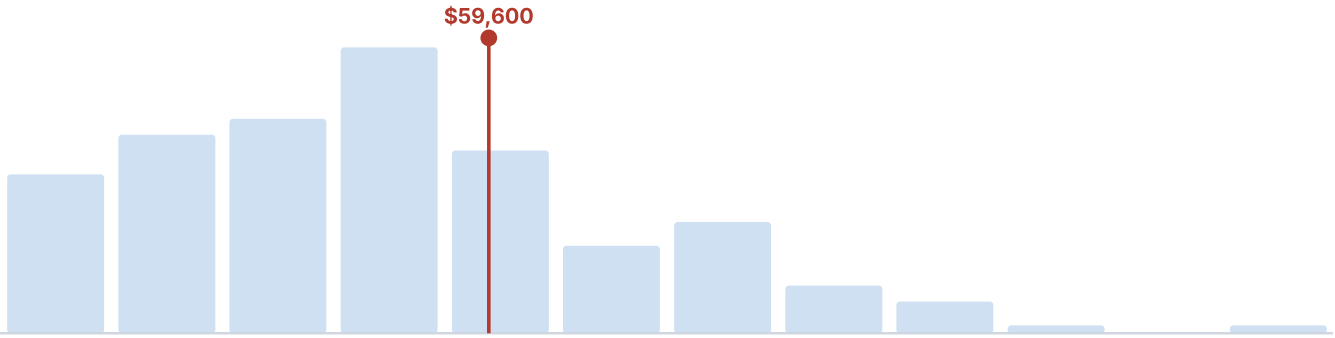
> **Benchmarked executive:** Kathryn Mcmanus — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68C).
BUDGET	Total revenue between $170,314 and $381,301 — 0.67× to 1.50× the subject's $254,201 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue.

168 organizations qualified on sector, size, and geography → **168** within the band form the benchmarked peer set.

Distribution of comparable compensation



$122 total compensation of comparable organizations → $162,416

$11,690	$24,383	$44,610	$65,697	$89,609	$59,600

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 70TH

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 MA 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
Guardians Of Sound	PA	$254,493	Executive Director	$48,200	**$51,955**	2024
Opus Community Music School Inc	MD	$254,890	Executive Director/teacher	$47,417	**$47,917**	2024
Mencius Society For The Arts Inc	NY	$256,991	Executive Di	$34,793	**$33,108**	2025
Music In Place	CA	$258,414	Mkting Adm Off.	$39,708	**$37,062**	2024
Montana Chamber Music Society	MT	$249,956	Director	$108	**$122**	2025
Mallarme Chamber Players Inc	NC	$249,676	Artistic Director	$77,004	**$86,002**	2024
Contemporaneous Inc	NY	$249,614	Director	$30,057	**$29,358**	2024
Rock Central Inc	WI	$259,349	Executive Di	$18,886	**$21,319**	2024
Etm-massachusetts Inc	MA	$260,492	Exective Director	$94,688	**$94,688**	2023
Asheville Music School Sound Education	NC	$247,759	Ex Officio	$43,403	**$47,225**	2025
Border Crossing	MN	$261,798	Exec Director	$85,906	**$89,387**	2025
Campbell Learning Center Inc	TX	$246,185	Director	$58,994	**$65,670**	2023
Renovation In Music Education	DC	$262,501	President	$119,086	**$116,292**	2023
Colorado Music Bridge	CO	$245,716	Co-exec Director	$18,000	**$19,207**	2023
Music Heals International	CA	$245,634	Founder/exec	$44,550	**$41,581**	2024
Asociacion Suzuki De Puerto Rico Inc	PR	$244,801	Administrator	$35,132	**$34,124**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Orleans Arts & Cultural Host	LA	$264,844	Executive Di	$42,000	**$49,989**	2024
Girls Rock Des Moines	IA	$265,402	Executive Director	$33,280	**$39,387**	2024
The Claflin Hill Music Performance	MA	$265,767	Exec & Artistic Director	$60,324	**$60,324**	2023
The Impact Project	NY	$265,968	Director	$59,250	**$57,871**	2024
Crescendo Inc	CT	$241,857	Founding And Artistic Director	$30,000	**$30,403**	2024
International Tuba Euphonium Association	CT	$266,921	Executive Director	$24,996	**$24,679**	2025
Music City Artist Development	CA	$267,297	Executive Director	$6,955	**$6,491**	2024
Poss Music Works Nfp	IL	$240,849	Executive Director	$20,000	**$20,705**	2025
Sound Impact	VA	$240,775	Secretary	$32,945	**$35,399**	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	**168** organizations. Compensation range $122–$162,416; filing years 2021–2025.
SIZE BASIS	Matched on total revenue ($254,201); for reference, expenses $362,897 and assets $652,479. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**
ROLE MATCH	Kathryn Mcmanus, reported title *"EXECUTIVE DIRECTOR"*, 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	**70th**
Total compensation (D + F), as reported (no adjustments)	**71st**
Reportable pay only (column D), adjusted	**71st**
All sources (D + E + F), adjusted	**69th**

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 (Kathryn Mcmanus) 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 168 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $59,600 is reasonable (approximately the 70th 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.