

Camerata Chicago Association

Executive Director / CEO

EIN 200069383

IL · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Drostan Hall, Executive Director / CEO** (\$121,500) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

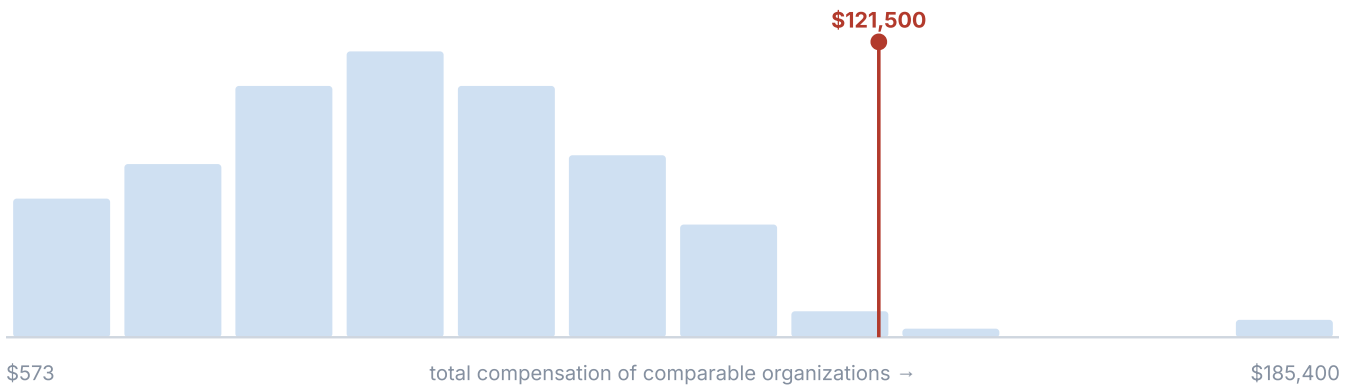
Benchmarked executive: Drostan Hall — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$300,036 and \$671,724 — 0.67x to 1.50x the subject's \$447,816 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,560	\$35,637	\$56,777	\$76,898	\$94,838	\$121,500
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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 IL 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
Table Grace Ministries	NE	\$448,097	Ceo & Director	\$55,474	\$62,483	2023
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$26,717	2025
The Early Music Guild Of Seattle	WA	\$451,123	Executive Director	\$62,882	\$58,957	2023
Femme House	NY	\$452,396	President	\$53,600	\$49,266	2024
Greater Dallas Choral Society	TX	\$442,475	Executive Dir.	\$34,500	\$35,103	2024
I Am Music Inc	CO	\$454,835	Executive Dir.	\$17,250	\$16,825	2024
Common Ground On The Hill Ltd	MD	\$437,457	Executive Director	\$14,960	\$14,226	2024
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$25,320	2023
Tahoe School Of Music	CA	\$435,812	Director	\$62,313	\$54,731	2024
Music At Gretna Inc	PA	\$460,354	Executive Di	\$85,000	\$86,221	2024
Sam First	CA	\$460,597	Executive & Artistic Director	\$35,305	\$31,009	2024
Youth Choirs Inc	TX	\$460,601	President	\$128,750	\$131,002	2024
Ogden Friends Of Acoustic Music-fofoam	UT	\$434,750	Executive Dir.	\$12,000	\$12,861	2023
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$69,314	2024
Phoenix Chamber Music Society	AZ	\$461,745	Executive Director	\$56,375	\$56,777	2023
Iris Music Project	MD	\$461,813	Executive Director	\$85,000	\$83,220	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Riverviewjazz Org	NJ	\$462,102	Director	\$44,000	\$39,960	2024
Tamworth Music Festival	VA	\$462,751	Executive Di	\$40,571	\$39,846	2024
Pacific Northwest School Of Music	WA	\$463,456	Key Employee	\$61,415	\$57,581	2023
Music In World Cultures Inc	PA	\$432,155	President And Chair Of The Board	\$14,250	\$14,455	2024
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$102,683	2025
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$45,422	2023
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$36,766	2024
Mariachi Spectacular De Albuquerque	NM	\$430,288	Chief Executive Officer	\$64,996	\$71,107	2024
Windsync	TX	\$428,641	Executive Director	\$54,027	\$54,972	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	167 organizations. Compensation range \$573–\$185,400; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$447,816); for reference, expenses \$590,217 and assets \$852,550.
ROLE MATCH	Drostan Hall, 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 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	98 th
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 (Drostan Hall) 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 167 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$121,500 is reasonable (approximately the 98th 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.