

Pacific Youth Choir

Executive Director / CEO

EIN 200213467

OR · NTEE A6B

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ruth Finn, Executive Director / CEO** (\$69,525) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Ruth Finn — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A6B).

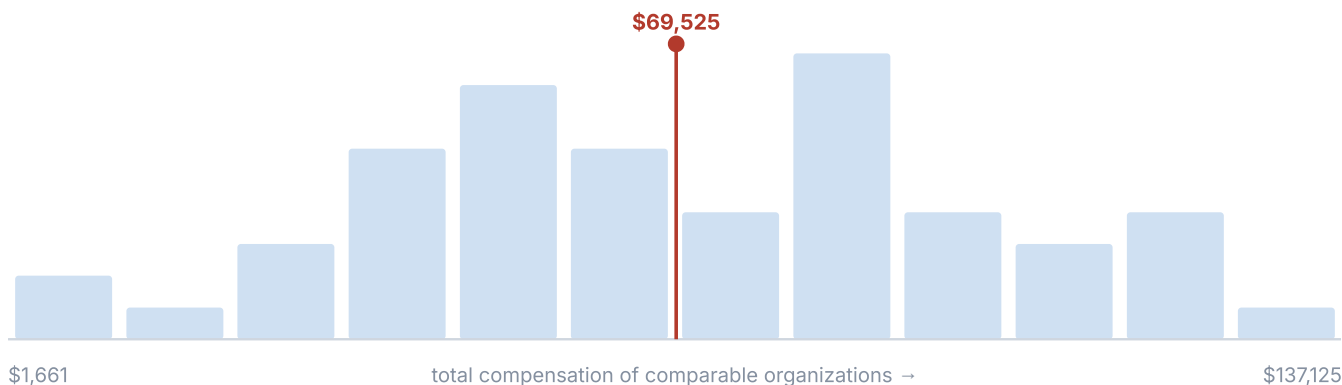
BUDGET Total revenue between \$308,351 and \$690,339 — 0.67x to 1.50x the subject's \$460,226 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,329

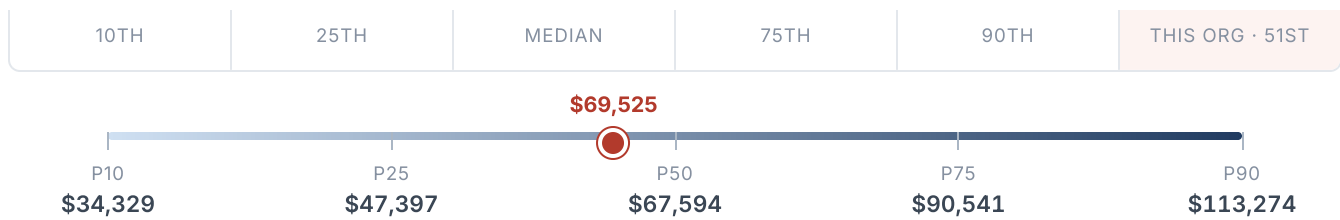
\$47,397

\$67,594

\$90,541

\$113,274

\$69,525



● 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 OR 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
American Festival Chorus	UT	\$448,629	Manag. Director	\$30,000	\$33,063	2024
Vox Femina Los Angeles	CA	\$447,588	Executive Dir.	\$97,000	\$90,194	2024
Kantorei	CO	\$475,392	Managing Artistic Director	\$82,086	\$84,757	2024
Minnesota Chorale	MN	\$439,800	Executive Director	\$65,208	\$67,594	2025
Tucson Arizona Boys Chorus	AZ	\$481,517	Director	\$86,466	\$89,545	2024
Chamber Music Charleston	SC	\$435,776	President And Artistic Director	\$101,109	\$110,657	2025
Rochester Symphony Orchestra & Chorale	MN	\$490,284	President & Ceo	\$68,428	\$70,932	2025
Girls Choral Academy	MI	\$428,431	Executive Director	\$87,750	\$95,017	2025
Allegro Choirs Of Kansas City Inc	KS	\$494,052	President	\$97,640	\$110,660	2025
Portland Symphonic Girlchoir Assn	OR	\$507,452	Executive Director	\$46,830	\$46,830	2024
Society For The Preservation Of	MO	\$412,643	Executive Director	\$29,500	\$33,645	2024
Texas Girls Choir Inc	TX	\$513,289	Director	\$80,000	\$86,173	2024
San Diego Gay Men's Chorus Inc	CA	\$513,850	Executive Director	\$44,023	\$42,143	2023
Association Of Dominican Classical	NY	\$515,299	Executive Dir.	\$36,213	\$34,329	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colorado Springs Children's Chorale	CO	\$518,684	Executive Di	\$42,000	\$42,249	2025
The Hymn Society In The United States	DC	\$399,922	Executive Director	\$102,302	\$99,525	2023
Columbus & Central Ohio Children's	OH	\$399,094	Managing Dir	\$57,225	\$63,584	2025
Miami Childrens Chorus Inc	FL	\$398,251	Executive Director	\$48,600	\$50,616	2023
Broadway Inspirational Voices Inc	NY	\$523,438	Executive Dir.	\$45,000	\$43,787	2024
Voena	CA	\$390,949	Executive Director	\$110,167	\$102,438	2024
Musyca	CA	\$530,040	Ceo	\$24,000	\$22,975	2023
New York City Children's Chorus Inc	NY	\$535,508	Director/president	\$86,556	\$82,052	2025
Twin Cities Gay Men's Chorus	MN	\$535,974	Executive Director	\$37,910	\$39,298	2025
Florida Vocal Association Inc	FL	\$539,493	Executive Dir In Training	\$45,000	\$45,522	2024
Singomaha Inc	NE	\$379,388	Executive Di	\$75,000	\$89,429	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 51 organizations. Compensation range \$1,661–\$137,125; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$460,226); for reference, expenses \$467,255 and assets \$580,757.

ROLE MATCH Ruth Finn, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	51 st
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	51 st

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 (Ruth Finn) 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 51 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,525 is reasonable (approximately the 51st 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.