

# The Music Education Group Inc

Executive Director / CEO

EIN 201512362

GA · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Caldwell, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

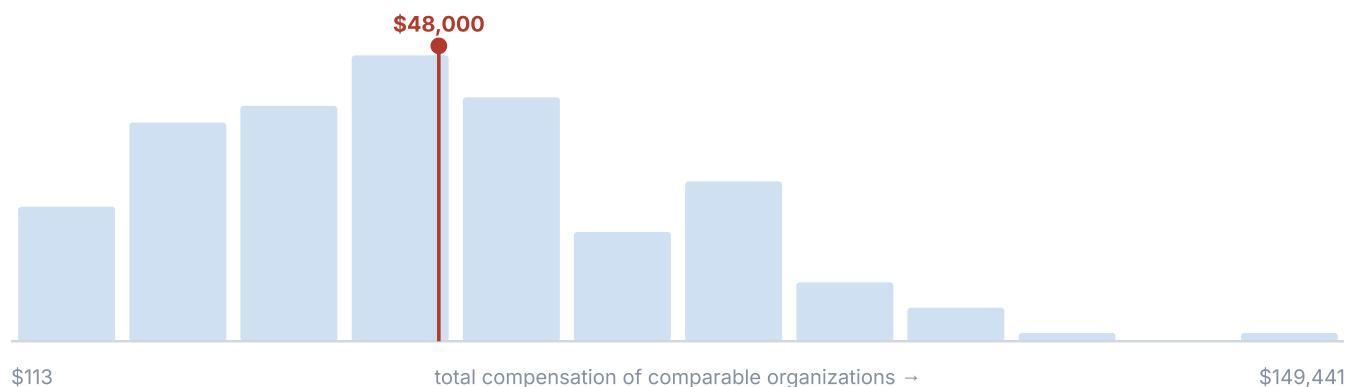
**Benchmarked executive:** James Caldwell — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$194,121 and \$434,599 — 0.67x to 1.50x the subject's \$289,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**178** organizations qualified on sector, size, and geography → **178** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,099	\$27,127	\$43,752	\$63,108	\$84,519	\$48,000
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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 GA 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
<a href="#">Moravian Music Foundation</a>	NC	\$290,125	Executive Di	\$80,698	<b>\$82,928</b>	2024
<a href="#">Boulder Chorale</a>	CO	\$289,212	Artistic Director, Adult Choirs	\$28,807	<b>\$27,472</b>	2024
<a href="#">Prism Quartet Incorporated</a>	NY	\$288,772	Executive Director	\$113,258	<b>\$101,785</b>	2024
<a href="#">Dal Niente New Music Nfp</a>	IL	\$292,067	Executive Director	\$49,996	<b>\$48,884</b>	2024
<a href="#">Chamber Music Raleigh Inc</a>	NC	\$292,644	Executive Director	\$36,000	<b>\$36,995</b>	2024
<a href="#">American Traditions Vocal</a>	GA	\$293,192	Executive Di	\$67,492	<b>\$65,752</b>	2025
<a href="#">Bay Youth Orchestras Of Virginia</a>	VA	\$286,120	Executive Di	\$40,696	<b>\$38,072</b>	2025
<a href="#">Los Angeles Youth Symphony Orchestra</a>	CA	\$293,994	President And Program Director	\$102,000	<b>\$90,184</b>	2023
<a href="#">Thingny</a>	NY	\$294,182	Podcast Director	\$70,000	<b>\$61,288</b>	2025
<a href="#">Close Encounters With Music</a>	NY	\$284,653	Artistic Director	\$100,000	<b>\$89,870</b>	2024
<a href="#">The Big House Foundation Inc</a>	GA	\$284,594	Executive Di	\$99,832	<b>\$102,781</b>	2023
<a href="#">Bravo Waukegan</a>	IL	\$296,493	Executive Director (Terminated)	\$6,058	<b>\$5,923</b>	2024
<a href="#">Utah Chamber Artists</a>	UT	\$297,112	Executive Direc	\$31,500	<b>\$33,010</b>	2023
<a href="#">Sweetwater Music Hall Inc</a>	CA	\$282,170	Executive Dir.	\$68,454	<b>\$60,524</b>	2023
<a href="#">Tacoma Youth Chorus</a>	WA	\$281,483	Managing Director	\$53,700	<b>\$49,228</b>	2023
<a href="#">Twin Cities Catalyst Music Inc</a>	MN	\$298,787	Executive Director	\$45,866	<b>\$46,405</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Omaha Girls Rock Inc</a>	NE	\$279,075	Executive Director	\$33,205	<b>\$35,519</b>	2024
<a href="#">Cormont Music</a>	NH	\$279,064	Executive Dir.	\$14,600	<b>\$13,408</b>	2024
<a href="#">City Strings United Inc</a>	MA	\$301,126	President	\$72,220	<b>\$66,450</b>	2023
<a href="#">Bach Society Of Minnesota</a>	MN	\$277,880	Executive Director	\$52,800	<b>\$51,888</b>	2024
<a href="#">Copper Street Brass Quintet Non Profit</a>	MN	\$277,682	Executive Program Director	\$54,000	<b>\$51,699</b>	2025
<a href="#">Backcountry Concerts Inc</a>	CT	\$304,276	Artistic Direct	\$54,000	<b>\$51,842</b>	2023
<a href="#">Kingston Chamber Music Festival At The</a>	RI	\$275,012	Executive Director (Former)	\$60,000	<b>\$57,219</b>	2024
<a href="#">Ladies Musical Club Of Seattle</a>	WA	\$274,987	Executive Director	\$96,000	<b>\$85,481</b>	2024
<a href="#">Uil Music Region 24</a>	TX	\$274,907	Asst Exec Secretary	\$11,028	<b>\$10,689</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	178 organizations. Compensation range \$113–\$149,441; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$289,733); for reference, expenses \$403,837 and assets \$239,332.
ROLE MATCH	James Caldwell, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</sup>

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 (James Caldwell) 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 178 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 56<sup>th</sup> 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.