

Youth Chorale Of Central Minnesota

Executive Director / CEO

EIN 202399157

MN · NTEE A6B

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Robyn Hennen, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Robyn Hennen — 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 (A6B).

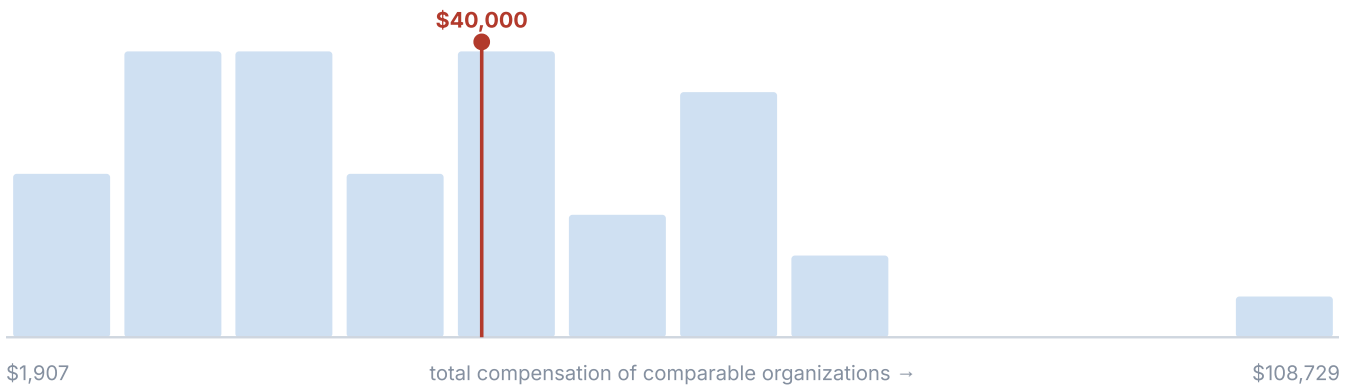
BUDGET Total revenue between \$132,731 and \$297,159 — 0.67x to 1.50x the subject's \$198,106 (the band tightens as size grows).

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

41 organizations qualified on sector, size, and geography

→ **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,502

\$19,043

\$35,227

\$52,229

\$62,933

\$40,000



● 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 MN 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
Orlando Gay Chorus Inc	FL	\$199,468	Treasurer	\$6,500	\$6,020	2025
Kidsingers	CA	\$196,337	Executive Dir.	\$67,275	\$57,276	2025
Cantores In Ecclesia	OR	\$200,876	Officer: Choir Music Director <1099-nec>	\$24,000	\$22,556	2024
Classical Chorus Of Abilene	TX	\$203,831	Executive Dir	\$43,116	\$44,938	2023
The Bach Chorale Singers Inc	IN	\$206,377	Managing Dir	\$24,748	\$27,192	2023
Pacific International Choral	OR	\$209,346	Artistic/exe	\$21,000	\$20,319	2023
Oberlin Choristers	OH	\$186,552	Artist Director	\$22,167	\$23,149	2025
Giving Voice Initiative	MN	\$185,861	Executive Director	\$59,189	\$60,937	2023
Carolina Master Chorale Inc	SC	\$210,799	Executive Director	\$17,005	\$17,491	2025
Northwest Choir Resources	WA	\$212,816	Secretary And Artistic Director	\$120,000	\$108,729	2024
Rogue World Music	OR	\$213,377	Executive Director	\$46,000	\$43,232	2024
Magnum Chorum	MN	\$215,490	Executive Director	\$18,000	\$18,532	2023
The Lira Ensemble	IL	\$216,384	Artistic Director Gm	\$4,000	\$3,877	2025
Youth Chorus Of Kansas City Inc	MO	\$217,944	Executive Officer	\$36,000	\$37,594	2025
Bucks County Choral Society	PA	\$219,753	Ex Officio	\$36,000	\$36,332	2024
Appleton Boychoir Inc	WI	\$174,656	Artistic Director	\$17,500	\$19,043	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Mississippi Mass Choir Ministries Inc	MS	\$226,110	President	\$14,000	\$15,780	2024
Threshold Choir	CA	\$231,258	Executive Dir.	\$69,949	\$62,933	2023
Heartland Youth Choir	IA	\$231,728	Former Artistic Director	\$31,790	\$35,227	2024
Orpheus Male Chorus Of Phoenix	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	\$48,541	2024
The Washington Mens Camerata Inc	DC	\$162,374	Managing Director	\$61,760	\$54,848	2024
Verdigris Ensemble Inc	TX	\$159,676	Executive Director	\$22,424	\$22,701	2024
Lawrence Children's Choir Inc	KS	\$158,976	Executive Di	\$36,221	\$38,580	2025
Virginia Glee Club Inc	VA	\$158,339	General Manager	\$29,200	\$29,375	2023
Womens Chorus Of Dallas	TX	\$155,690	General Manager	\$1,934	\$1,907	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	41 organizations. Compensation range \$1,907–\$108,729; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$198,106); for reference, expenses \$178,930 and assets \$121,445.
ROLE MATCH	Robyn Hennen, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	61 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 (Robyn Hennen) 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 41 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 61st 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.