

Dal Niente New Music Nfp

Executive Director / CEO

EIN 202923540

IL · NTEE A68

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Melsky, Executive Director / CEO** (\$49,996) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

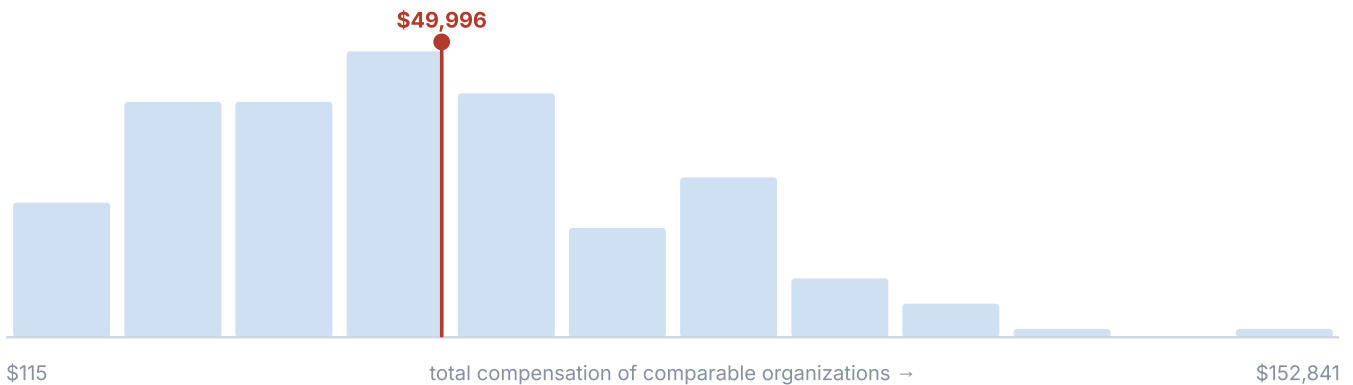
Benchmarked executive: Benjamin Melsky — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$195,684 and \$438,100 — 0.67x to 1.50x the subject's \$292,067 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,960	\$26,556	\$44,179	\$63,928	\$86,293	\$49,996
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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
Chamber Music Raleigh Inc	NC	\$292,644	Executive Director	\$36,000	\$37,836	2024
American Traditions Vocal	GA	\$293,192	Executive Di	\$67,492	\$67,248	2025
Los Angeles Youth Symphony Orchestra	CA	\$293,994	President And Program Director	\$102,000	\$92,236	2023
Moravian Music Foundation	NC	\$290,125	Executive Di	\$80,698	\$84,814	2024
Thingny	NY	\$294,182	Podcast Director	\$70,000	\$62,682	2025
The Music Education Group Inc	GA	\$289,733	Executive Director	\$48,000	\$49,092	2024
Boulder Chorale	CO	\$289,212	Artistic Director, Adult Choirs	\$28,807	\$28,097	2024
Prism Quartet Incorporated	NY	\$288,772	Executive Director	\$113,258	\$104,101	2024
Bravo Waukegan	IL	\$296,493	Executive Director (Terminated)	\$6,058	\$6,058	2024
Utah Chamber Artists	UT	\$297,112	Executive Direc	\$31,500	\$33,761	2023
Bay Youth Orchestras Of Virginia	VA	\$286,120	Executive Di	\$40,696	\$38,938	2025
Twin Cities Catalyst Music Inc	MN	\$298,787	Executive Director	\$45,866	\$47,461	2023
Close Encounters With Music	NY	\$284,653	Artistic Director	\$100,000	\$91,914	2024
The Big House Foundation Inc	GA	\$284,594	Executive Di	\$99,832	\$105,119	2023
City Strings United Inc	MA	\$301,126	President	\$72,220	\$67,962	2023
Sweetwater Music Hall Inc	CA	\$282,170	Executive Dir.	\$68,454	\$61,901	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tacoma Youth Chorus	WA	\$281,483	Managing Director	\$53,700	\$50,348	2023
Backcountry Concerts Inc	CT	\$304,276	Artistic Direct	\$54,000	\$53,022	2023
Omaha Girls Rock Inc	NE	\$279,075	Executive Director	\$33,205	\$36,327	2024
Cormont Music	NH	\$279,064	Executive Dir.	\$14,600	\$13,713	2024
Sarasota Music Conservatory Inc	FL	\$305,622	Director (Appt. 2/24)	\$600	\$573	2024
Southwood Band Booster Club	LA	\$305,948	Director	\$5,310	\$5,947	2024
Bach Society Of Minnesota	MN	\$277,880	Executive Director	\$52,800	\$53,068	2024
Copper Street Brass Quintet Non Profit	MN	\$277,682	Executive Program Director	\$54,000	\$52,875	2025
Colajazz Foundation	SC	\$306,593	Director	\$45,000	\$49,162	2023

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	180 organizations. Compensation range \$115–\$152,841; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$292,067); for reference, expenses \$360,046 and assets \$54,634.
ROLE MATCH	Benjamin Melsky, 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	58 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	58 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 (Benjamin Melsky) 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 180 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,996 is reasonable (approximately the 58th 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.