

Youth Orchestras Of Charlotte

Executive Director / CEO

EIN 203246375

NC · NTEE A69

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Christine Rydel, Executive Director / CEO** (\$30,485) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

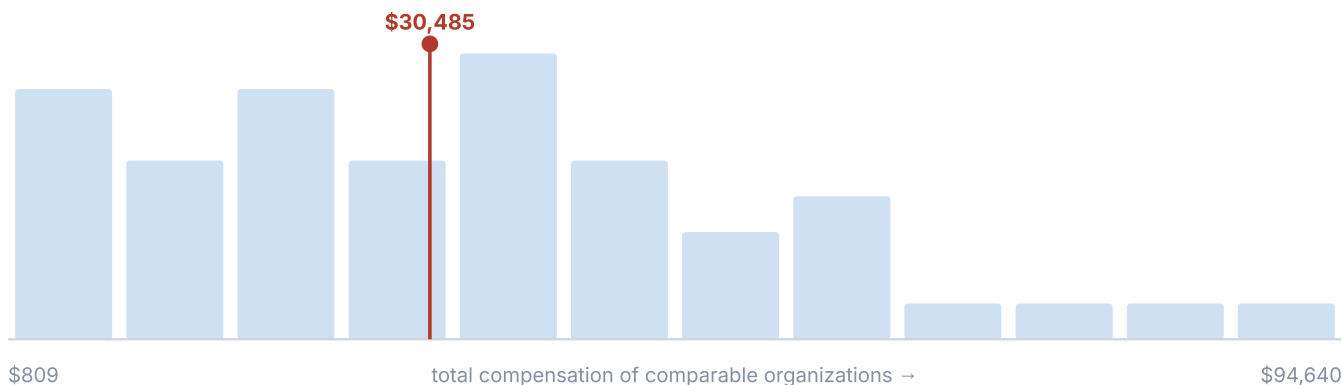
Benchmarked executive: Christine Rydel — reported title “Former Ex. Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

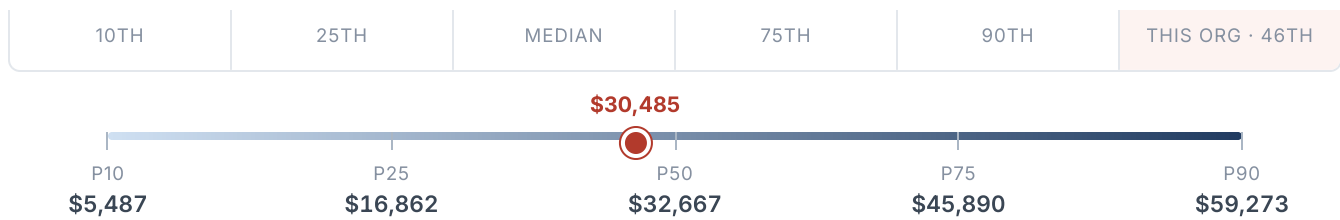
| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (A69). |
| BUDGET | Total revenue between \$143,567 and \$321,420 — 0.67x to 1.50x the subject's \$214,280 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue. |

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$5,487 | \$16,862 | \$32,667 | \$45,890 | \$59,273 | \$30,485 |
|---------|----------|----------|----------|----------|----------|



● 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 NC 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 |
|--|-------|-----------|--------------------------------|-----------------|-----------------|------|
| Barenboim-said Foundation (Usa) | NY | \$216,233 | Executive Director | \$91,667 | \$80,166 | 2024 |
| Capital City Symphony | DC | \$210,335 | Executive Dir. | \$24,334 | \$21,277 | 2023 |
| Tertulia Inc | NY | \$210,279 | Board Member | \$39,000 | \$35,114 | 2023 |
| Cascade Symphony Orchestra Inc | WA | \$218,574 | Executive Director | \$72,000 | \$60,779 | 2025 |
| Napa Valley Youth Symphony | CA | \$221,203 | Executive Director | \$54,000 | \$46,461 | 2023 |
| Alpharetta Symphony Orchestra Inc | GA | \$224,666 | Executive Director | \$24,800 | \$24,133 | 2024 |
| Monterey County Pops | CA | \$225,001 | Executive Director | \$18,337 | \$15,777 | 2023 |
| Longwood Symphony Orchestra Inc | MA | \$202,894 | Executive Director | \$35,100 | \$29,739 | 2025 |
| Claremont Young Musicians Orchestra | CA | \$202,086 | Executive Dir. | \$18,000 | \$15,043 | 2024 |
| Portland Chamber Music Festival | ME | \$228,015 | Executive Director | \$40,404 | \$40,312 | 2023 |
| Arizona Philharmonic Inc | AZ | \$228,246 | Executive Dir. | \$25,000 | \$23,269 | 2024 |
| Huntsville Youth Orchestra Inc | AL | \$228,701 | Executive Dir | \$16,000 | \$17,223 | 2023 |
| Columbia Gorge Orchestra Association | OR | \$230,007 | Artistic Chair Sinfonietta Dir | \$5,500 | \$4,816 | 2025 |
| Experiential Orchestra Inc | NY | \$230,111 | General Manager | \$4,500 | \$3,935 | 2024 |
| Magik Magik Orchestra | CA | \$196,586 | President | \$66,700 | \$57,388 | 2023 |
| East County Youth Symphony | CA | \$233,133 | Executive Director | \$44,000 | \$37,857 | 2023 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|--------------------|-----------------|-----------------|------|
| Pittsburgh Youth Philharmonic Orchestra | PA | \$194,959 | Executive Director | \$36,000 | \$35,771 | 2023 |
| South Coast Symphony | CA | \$234,409 | Ceo | \$23,332 | \$19,499 | 2024 |
| Symphony Of The Redwoods | CA | \$234,665 | Executive Director | \$16,402 | \$14,112 | 2023 |
| Metropolitan Youth Symphony Inc | MI | \$236,483 | Executive Director | \$37,451 | \$36,447 | 2025 |
| Macon Pops Inc | GA | \$239,728 | Ceo | \$48,500 | \$48,590 | 2023 |
| Allegro The Chamber Orchestra Of | PA | \$186,161 | Ceo | \$32,008 | \$30,892 | 2024 |
| Chamber Music Oc | CA | \$243,060 | Executive Dir. | \$10,580 | \$9,103 | 2023 |
| Arapahoe Philharmonic Inc | CO | \$245,061 | Executive Di | \$73,163 | \$69,901 | 2023 |
| Black Hills Symphony Orchestra Society | SD | \$246,108 | Executive Director | \$33,099 | \$34,442 | 2025 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 48 organizations. Compensation range \$809–\$94,640; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$214,280); for reference, expenses \$214,858 and assets \$180,414.

ROLE MATCH Christine Rydel, reported title "*Former Ex. Dir.*", 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 | 46 th |
| Total compensation (D + F), as reported (no adjustments) | 44 th |
| Reportable pay only (column D), adjusted | 46 th |
| All sources (D + E + F), adjusted | 46 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 (Christine Rydel) 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 48 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,485 is reasonable (approximately the 46th 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.