

Dolce Suono Ensemble Inc

Executive Director / CEO

EIN 204451286

PA · NTEE A6C

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mimi Stillman, Executive Director / CEO** (\$73,325) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Mimi Stillman — 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 (A6C).

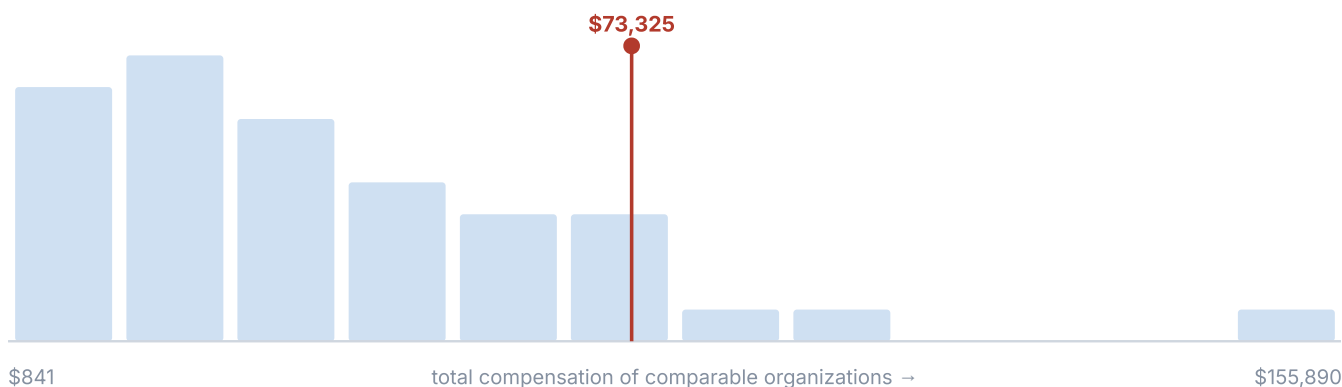
BUDGET Total revenue between \$150,272 and \$336,432 — 0.67x to 1.50x the subject's \$224,288 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,815	\$16,961	\$35,573	\$55,045	\$74,810	\$73,325
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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 PA 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
Vienna Jammers Percussion Ensemble Inc	VA	\$223,789	Executive Dir.	\$42,800	\$40,251	2024
Musicians Of Ma'alwyck Inc	NY	\$225,332	Artistic Director	\$47,200	\$41,543	2024
Dallas Chamber Music Society Inc	TX	\$222,869	Executive Dir.	\$60,000	\$60,185	2023
Villa Sinfonia Foundation	CA	\$220,620	President	\$27,000	\$23,379	2023
Denver Municipal Band	CO	\$230,704	Executive Di	\$65,000	\$60,707	2024
El Cerrito Band Association	CA	\$214,748	Director	\$5,250	\$4,302	2025
Mcm Productions	TN	\$212,044	Executive Director	\$16,225	\$16,183	2025
Avokado Artists Inc	NM	\$236,815	President	\$45,417	\$47,579	2024
Boise Baroque Inc	ID	\$203,674	Executive Director	\$36,000	\$38,403	2023
Cavani String Quartet	OH	\$202,846	Treasurer	\$17,410	\$18,491	2023
Young Chamber Musicians Inc	CA	\$246,549	President	\$5,040	\$4,129	2025
Delgani String Quartet	OR	\$247,107	Executive Director	\$39,600	\$35,819	2024
Capital City Percussion	OH	\$248,755	President	\$4,950	\$5,107	2024
Sacramento Jazz Education Foundation	CA	\$198,559	Executive Director	\$52,382	\$44,056	2024
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$85,343	2024
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$6,976	2024
Wichita Falls Youth Symphony Orchestra	TX	\$189,592	Executive Director	\$38,333	\$37,348	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Raleigh Ringers Inc	NC	\$262,339	Music Direct	\$34,095	\$35,327	2023
Radiance Ministries	TX	\$262,904	Director	\$160,000	\$155,890	2024
Ascend Performing Arts Inc	CO	\$264,856	Ceo	\$75,000	\$70,046	2024
Chicas Rockeras South East Los Angeles	CA	\$264,873	Director	\$3,525	\$3,052	2023
City Sound Drum And Bugle Corps	CA	\$265,067	Treasurer	\$1,000	\$841	2024
Miami Chamber Music Society	FL	\$178,365	Artistic Director	\$30,000	\$27,450	2024
Sun Valley Jazz Jamboree	WA	\$271,187	President	\$28,100	\$24,504	2024
Kadima Conservatory Of Music Inc	CA	\$177,171	Ceo	\$19,582	\$16,469	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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 40 organizations. Compensation range \$841–\$155,890; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$224,288); for reference, expenses \$133,940 and assets \$459,472. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Mimi Stillman, reported title "*EXECUTIVE DIRECTOR*", 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	88 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 (Mimi Stillman) 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 40 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,325 is reasonable (approximately the 88th 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.