

Mcm Productions

Executive Director / CEO

EIN 208658246

TN · NTEE A6C

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Josh Nelson, Executive Director / CEO** (\$16,225) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

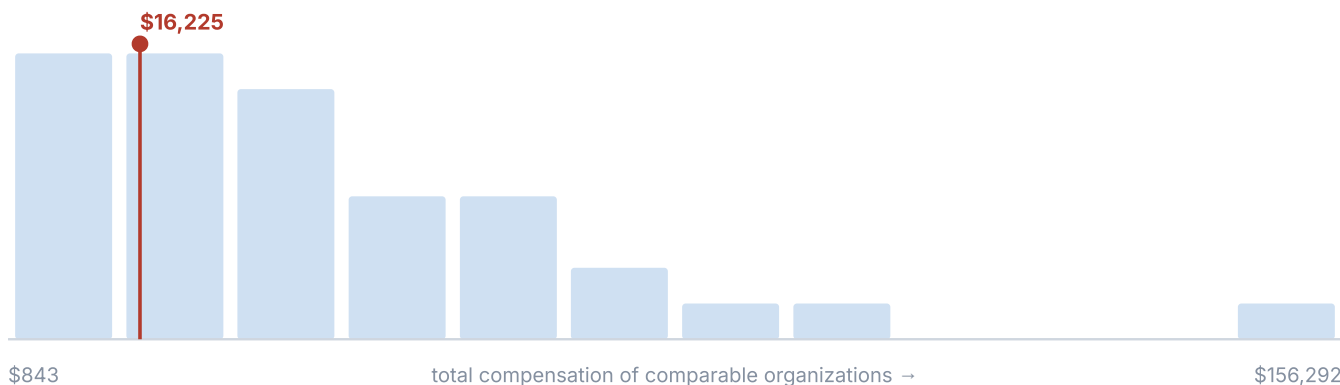
Benchmarked executive: Josh Nelson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6C).
BUDGET	Total revenue between \$142,069 and \$318,066 — 0.67x to 1.50x the subject's \$212,044 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography → **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,599	\$17,005	\$34,616	\$49,144	\$71,871	\$16,225
---------	----------	----------	----------	----------	----------



■ 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 TN 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
El Cerrito Band Association	CA	\$214,748	Director	\$5,250	\$4,313	2025
Boise Baroque Inc	ID	\$203,674	Executive Director	\$36,000	\$38,502	2023
Villa Sinfonia Foundation	CA	\$220,620	President	\$27,000	\$23,440	2023
Cavani String Quartet	OH	\$202,846	Treasurer	\$17,410	\$18,538	2023
Dallas Chamber Music Society Inc	TX	\$222,869	Executive Dir.	\$60,000	\$60,341	2023
Vienna Jammers Percussion Ensemble Inc	VA	\$223,789	Executive Dir.	\$42,800	\$40,355	2024
Dolce Suono Ensemble Inc	PA	\$224,288	Executive Director	\$73,325	\$73,514	2023
Musicians Of Ma'alwyck Inc	NY	\$225,332	Artistic Director	\$47,200	\$41,650	2024
Sacramento Jazz Education Foundation	CA	\$198,559	Executive Director	\$52,382	\$44,170	2024
Denver Municipal Band	CO	\$230,704	Executive Di	\$65,000	\$60,864	2024
Wichita Falls Youth Symphony Orchestra	TX	\$189,592	Executive Director	\$38,333	\$37,444	2024
Avokado Artists Inc	NM	\$236,815	President	\$45,417	\$47,702	2024
Miami Chamber Music Society	FL	\$178,365	Artistic Director	\$30,000	\$27,521	2024
Young Chamber Musicians Inc	CA	\$246,549	President	\$5,040	\$4,140	2025
Kadima Conservatory Of Music Inc	CA	\$177,171	Ceo	\$19,582	\$16,512	2024
Delgani String Quartet	OR	\$247,107	Executive Director	\$39,600	\$35,912	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Capital City Percussion	OH	\$248,755	President	\$4,950	\$5,120	2024
Renovare Music Inc	OH	\$174,055	Executive Director	\$36,000	\$38,334	2023
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$85,563	2024
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$6,995	2024
Carpe Diem String Quartet	OH	\$162,448	Trustee	\$16,600	\$17,169	2024
Klezmer Music Foundation	IL	\$161,844	President	\$26,000	\$24,961	2024
The Raleigh Ringers Inc	NC	\$262,339	Music Direct	\$34,095	\$35,418	2023
Radiance Ministries	TX	\$262,904	Director	\$160,000	\$156,292	2024
Ascend Performing Arts Inc	CO	\$264,856	Ceo	\$75,000	\$70,227	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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	36 organizations. Compensation range \$843–\$156,292; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$212,044); for reference, expenses \$196,732 and assets \$172,052.
ROLE MATCH	Josh Nelson, 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	22 nd

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 (Josh Nelson) 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 36 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,225 is reasonable (approximately the 22nd 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.