

Music For Autism

Executive Director / CEO

EIN 208858821
 CA · NTEE A68
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Laura Lazar, Executive Director / CEO** (\$35,744) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

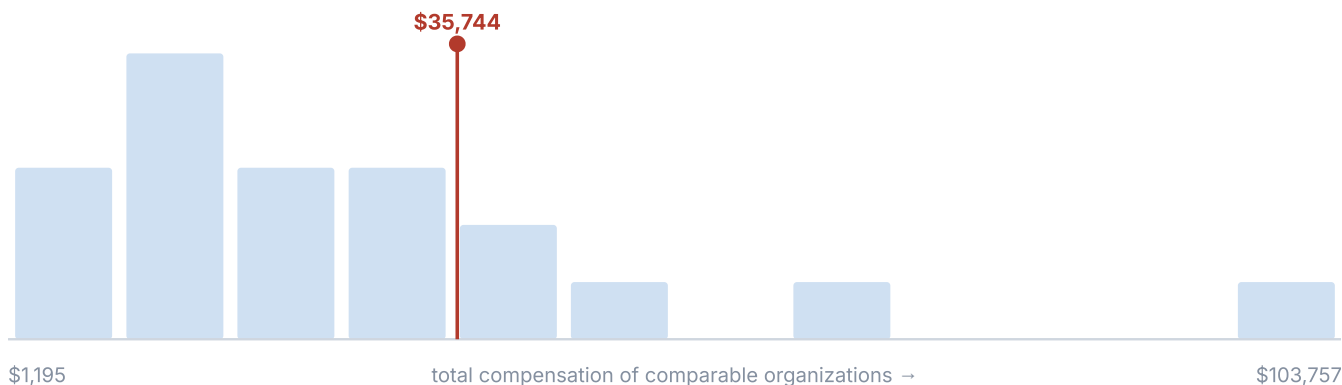
Benchmarked executive: Laura Lazar — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$58,402 and \$130,752 — 0.67x to 1.50x the subject's \$87,168 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,819	\$10,627	\$19,233	\$35,104	\$50,713	\$35,744
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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 CA 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
International Jazz Day Az	AZ	\$87,344	Executive Dir.	\$18,215	\$19,704	2024
Spokane Chamber Music Association	WA	\$90,126	Marketing Director	\$11,100	\$11,179	2024
Agc Of Oklahoma Education Foundation	OK	\$82,641	Executive Director	\$13,188	\$16,817	2023
Arco Collaborative Inc	NY	\$93,123	President	\$39,000	\$39,641	2024
Festival Music Society Inc	IN	\$78,111	Managing Director	\$22,800	\$27,046	2024
Picco Music Academy Inc	CA	\$96,948	President	\$15,500	\$15,055	2024
Chamber Music Society Of	MN	\$72,513	Executive Di	\$27,500	\$30,566	2024
Russian Chamber Art Society	VA	\$70,860	Treasurer, Director	\$3,500	\$3,914	2023
Da Capo Virginia	VA	\$103,840	Executive & Vivo Director/past-president	\$43,633	\$47,389	2024
Maui Music Mission	HI	\$64,941	Ceo	\$7,277	\$7,545	2023
The Francis Poulenc Trio Inc	MD	\$63,664	Secretary/vice President	\$17,500	\$18,947	2023
Noontime Concerts	CA	\$63,570	Executive Director	\$103,757	\$103,757	2023
Chamber Music Society Of New Paltz Inc	NY	\$63,535	President	\$9,500	\$9,941	2023
Trilogy An Opera Company	NJ	\$111,031	Artisticexecutive Director	\$19,150	\$19,233	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tanner Gift Of Music Trust	UT	\$113,311	Secretary/tr	\$8,500	\$10,075	2023
International Federation For Choral Music	TX	\$113,444	Office Manager	\$36,960	\$41,588	2024
Lake County Symphony	CA	\$114,856	President	\$1,230	\$1,195	2024
The Classical Saxophone Project Inc	NY	\$128,004	President	\$27,500	\$27,952	2024
Musiconnects Inc	MA	\$128,066	Executive Di	\$65,000	\$64,009	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	19 organizations. Compensation range \$1,195–\$103,757; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$87,168); for reference, expenses \$150,893 and assets \$270,334. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Laura Lazar, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	68 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 (Laura Lazar) 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 19 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,744 is reasonable (approximately the 74th 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.