

# Bagaduce Music Lending Library

Executive Director / CEO

EIN 222537865  
 ME · NTEE B76Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Erwin Konesni, Executive Director / CEO** (\$72,519) against the **2000** closest of **2,729** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Erwin Konesni — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B76Z).
BUDGET	Total revenue between \$178,663 and \$399,993 — 0.67x to 1.50x the subject's \$266,662 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**2,729** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$8,722	\$22,467	\$43,653	\$65,495	\$91,572	\$72,519
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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 ME 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
<a href="#">Leadership Rochester Inc</a>	NY	\$266,693	Executive Director (Thru 2/2024)	\$68,135	<b>\$59,722</b>	2024
<a href="#">Hazing Prevention Network</a>	IN	\$266,697	Executive Director	\$80,000	<b>\$81,835</b>	2024
<a href="#">Ed3 Galaxy</a>	NY	\$266,626	Vice President	\$30,006	<b>\$27,078</b>	2023
<a href="#">Upstone Montessori School</a>	NH	\$266,789	Ceo, Head Of	\$53,462	<b>\$46,650</b>	2025
<a href="#">The Bridge-a Joseph Company Inc</a>	TN	\$266,814	Treasurer	\$21,750	<b>\$22,177</b>	2024
<a href="#">Ohio School Psychologists</a>	OH	\$266,818	Executive Di	\$56,963	<b>\$58,523</b>	2024
<a href="#">Colorado Bioscience Institute</a>	CO	\$266,856	President	\$9,942	<b>\$9,247</b>	2024
<a href="#">Jean Lyle Children's Center</a>	MN	\$266,867	Treasurer	\$11,576	<b>\$11,423</b>	2023
<a href="#">Berean Bible Institute Inc</a>	WI	\$266,885	President	\$61,248	<b>\$63,879</b>	2023
<a href="#">Thoreau Community Center</a>	NM	\$266,920	Executive Director	\$54,198	<b>\$58,215</b>	2023
<a href="#">Mifal Hafatza Inc</a>	NY	\$266,922	President	\$24,000	<b>\$21,036</b>	2024
<a href="#">Emerging Scholars Program Inc</a>	VA	\$266,999	Executive Director	\$54,250	<b>\$50,810</b>	2024
<a href="#">Oxford Memorial Library</a>	NY	\$267,033	Director	\$23,721	<b>\$20,257</b>	2025
<a href="#">Mass Assoc For Health Physical</a>	MA	\$267,123	Executive Di	\$65,611	<b>\$57,191</b>	2024
<a href="#">Chicago Pre-college Science And Engineering Program</a>	IL	\$266,198	President And Ceo	\$38,240	<b>\$36,467</b>	2024
<a href="#">97percentorg Inc</a>	CA	\$266,129	Director/ceo Thru 12/31/2023	\$110,596	<b>\$95,372</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Climb The Mountain Speech And Debate Foundation</a>	WA	\$267,206	Executive Director	\$42,000	<b>\$36,475</b>	2024
<a href="#">Uasc International</a>	SC	\$266,094	Executive Director	\$24,025	<b>\$25,030</b>	2023
<a href="#">The Attitude Is Everything Foundation</a>	AZ	\$267,282	Executive Director	\$47,687	<b>\$44,486</b>	2024
<a href="#">Suzuki Academy Of Columbia</a>	SC	\$267,327	Executive Director	\$37,129	<b>\$36,604</b>	2025
<a href="#">Love Chloe Foundation</a>	KS	\$267,387	President	\$45,971	<b>\$49,598</b>	2023
<a href="#">Emerald Ballet Theatre</a>	WA	\$265,923	President	\$16,500	<b>\$14,753</b>	2023
<a href="#">Nantucket Comedy Festival Inc</a>	MA	\$267,526	Executive Director	\$55,000	<b>\$47,942</b>	2024
<a href="#">Wayland Public Schools Parent</a>	MA	\$267,530	Treasurer	\$5,972	<b>\$5,359</b>	2023
<a href="#">Kensap Inc</a>	NJ	\$265,787	Executive Director	\$96,000	<b>\$85,598</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$1–\$517,674; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$266,662); for reference, expenses \$331,618 and assets \$2,887,090.

**ROLE MATCH** Erwin Konesni, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 202 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 61 peers 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</sup>

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 (Erwin Konesni) 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 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,519 is reasonable (approximately the 80<sup>th</sup> 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.