

The Discovery Orchestra Inc

Executive Director / CEO

EIN 222822802
 NJ · NTEE A690
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Rick Kaller, Executive Director / CEO** (\$99,157) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Rick Kaller — 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 (A690).

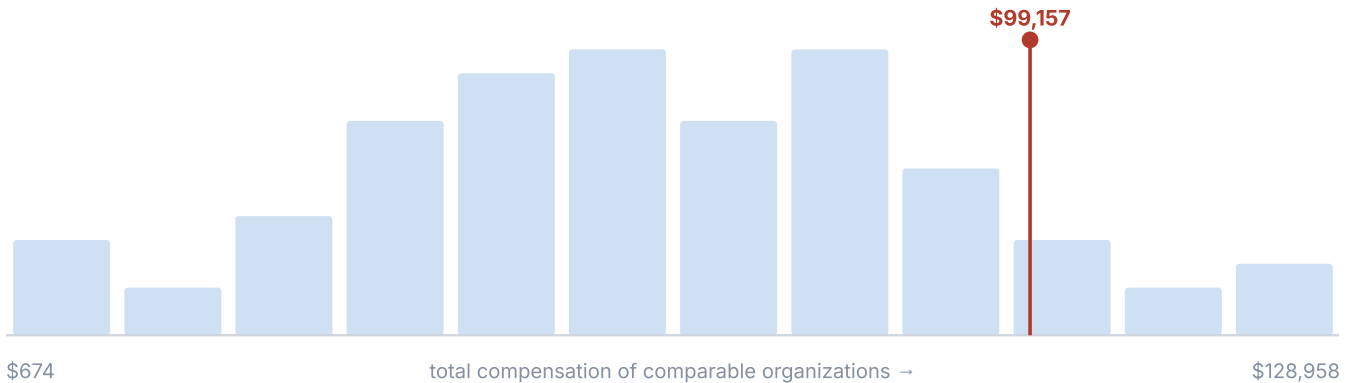
BUDGET Total revenue between \$273,536 and \$612,396 — 0.67x to 1.50x the subject's \$408,264 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography

→ **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,768	\$45,281	\$62,230	\$79,561	\$98,773	\$99,157
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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 NJ 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
New England Symphonic Ensemble Inc	MD	\$407,567	President	\$23,100	\$25,562	2023
Idaho State Civic Symphony	ID	\$409,838	Executive Di	\$551	\$674	2024
The Orchestra & Community Choral	NV	\$414,291	Executiveartistic Director	\$82,532	\$95,109	2024
Black Pearl Chamber Orchestra Inc	PA	\$415,379	President	\$112,482	\$128,958	2024
Skagit Symphony	WA	\$398,201	Executive Director	\$50,589	\$52,071	2024
Westchester Philharmonic Inc	NY	\$394,271	Executive & Artistic Director	\$96,544	\$103,258	2023
Oregon Symphony Association In Salem	OR	\$424,281	President	\$24,474	\$26,902	2023
Carolina Youth Symphony	SC	\$392,246	Executive Dir.	\$28,119	\$34,722	2023
Bridge Leadership Academy	MO	\$426,622	Ceo	\$83,667	\$104,887	2023
Citymusic Cleveland Inc	OH	\$430,152	Executive Director	\$75,000	\$94,022	2023
Tuscaloosa Symphony Association Inc	AL	\$432,019	Executive Director	\$69,652	\$89,064	2023
Southwest Michigan Symphony Orchestra	MI	\$378,879	Executive Director	\$38,958	\$47,595	2023
Lagrange Symphony Orchestra Inc	GA	\$437,714	Executive Di	\$60,000	\$69,358	2024
Huntington Symphony Orchestra	WV	\$437,997	Executive Di	\$47,500	\$59,127	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$40,620	2024
Bismarck-mandan Orchestral Association	ND	\$371,459	Board Member/ Music Direct	\$64,006	\$80,752	2024
Yarnwire Inc	NY	\$371,254	Executive Director	\$66,350	\$68,929	2024
Aiken Symphony Orchestra	SC	\$446,451	Executive Director	\$37,156	\$43,415	2025
Heartland Festival Orchestra	IL	\$366,821	Trustee	\$86,950	\$98,275	2024
Eureka Symphony	CA	\$366,053	Artistic Director/conductor	\$40,000	\$38,686	2025
The Ridgefield Symphony Orchestra Inc	CT	\$365,834	Executive Director	\$60,000	\$64,676	2024
Chamber Orchestra Of New York	NY	\$364,933	Music Director	\$52,500	\$54,540	2024
Orchestra Miami Inc	FL	\$452,261	Artistic/exec D	\$18,000	\$19,440	2024
National Symphony Orch Assn Of Washington Dc	DC	\$455,325	Executive Director	\$8,827	\$8,906	2024
Juneau Symphony Inc	AK	\$358,417	Executive Di	\$68,933	\$78,004	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **80** organizations. Compensation range \$674–\$128,958; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$408,264); for reference, expenses \$391,502 and assets \$500,976.
ROLE MATCH	Rick Kaller, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	90 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	71 st
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 (Rick Kaller) 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 80 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,157 is reasonable (approximately the 90th 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.