

Pennsylvania Sinfonia Orchestra

Executive Director / CEO

EIN 232215547

PA · NTEE A69Z

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Corliss Bachman, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

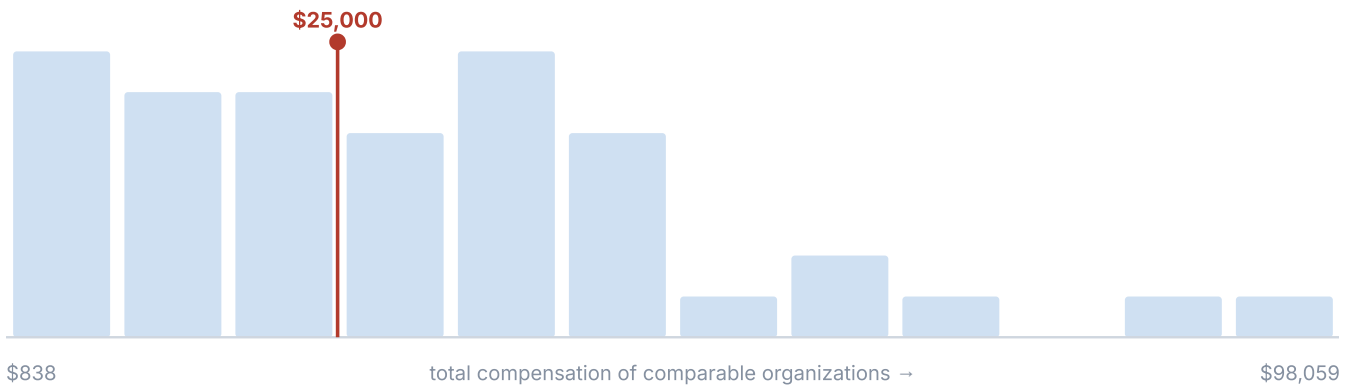
Benchmarked executive: Corliss Bachman — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69Z).
BUDGET	Total revenue between \$120,501 and \$269,779 — 0.67x to 1.50x the subject's \$179,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,539	\$15,776	\$31,200	\$41,662	\$58,549	\$25,000
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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
Youth Orchestra	NY	\$182,245	Ceo & Art Dir.	\$10,200	\$9,004	2025
Allegro The Chamber Orchestra Of	PA	\$186,161	Ceo	\$32,008	\$32,008	2024
Pittsburgh Youth Philharmonic Orchestra	PA	\$194,959	Executive Director	\$36,000	\$37,063	2023
Magik Magik Orchestra	CA	\$196,586	President	\$66,700	\$59,461	2023
Claremont Young Musicians Orchestra	CA	\$202,086	Executive Dir.	\$18,000	\$15,586	2024
Longwood Symphony Orchestra Inc	MA	\$202,894	Executive Director	\$35,100	\$30,813	2025
Orchestra 2001 Inc	PA	\$150,514	Executive Director	\$98,059	\$98,059	2024
Tertulia Inc	NY	\$210,279	Board Member	\$39,000	\$36,383	2023
Capital City Symphony	DC	\$210,335	Executive Dir.	\$24,334	\$22,046	2023
Youth Orchestras Of Charlotte	NC	\$214,280	Former Ex. Dir.	\$30,485	\$31,586	2024
Barenboim-said Foundation (Usa)	NY	\$216,233	Executive Director	\$91,667	\$83,063	2024
Cascade Symphony Orchestra Inc	WA	\$218,574	Executive Director	\$72,000	\$62,975	2025
Ensemble Signal	NY	\$139,458	Executive Director	\$36,522	\$34,072	2023
Tucson Pops Orchestra	AZ	\$138,790	President	\$1,140	\$1,132	2023
Napa Valley Youth Symphony	CA	\$221,203	Executive Director	\$54,000	\$48,140	2023
Alpharetta Symphony Orchestra Inc	GA	\$224,666	Executive Director	\$24,800	\$25,005	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Monterey County Pops	CA	\$225,001	Executive Director	\$18,337	\$16,347	2023
Portland Chamber Music Festival	ME	\$228,015	Executive Director	\$40,404	\$41,768	2023
Arizona Philharmonic Inc	AZ	\$228,246	Executive Dir.	\$25,000	\$24,110	2024
Huntsville Youth Orchestra Inc	AL	\$228,701	Executive Dir	\$16,000	\$17,846	2023
Columbia Gorge Orchestra Association	OR	\$230,007	Artistic Chair Sinfonietta Dir	\$5,500	\$4,990	2025
Experiential Orchestra Inc	NY	\$230,111	General Manager	\$4,500	\$4,078	2024
Southwest Symphony Orchestra	IL	\$127,769	Former Director	\$17,515	\$16,822	2025
East County Youth Symphony	CA	\$233,133	Executive Director	\$44,000	\$39,225	2023
South Coast Symphony	CA	\$234,409	Ceo	\$23,332	\$20,203	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 2024 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	42 organizations. Compensation range \$838–\$98,059; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$179,853); for reference, expenses \$200,016 and assets \$93,261.
ROLE MATCH	Corliss Bachman, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	43 rd

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 (Corliss Bachman) 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 42 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 43rd 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.