

Balmoral School Of Highland Piping

Executive Director / CEO

EIN 251652056

PA · NTEE A6E0

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **George Balderose, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **35** 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

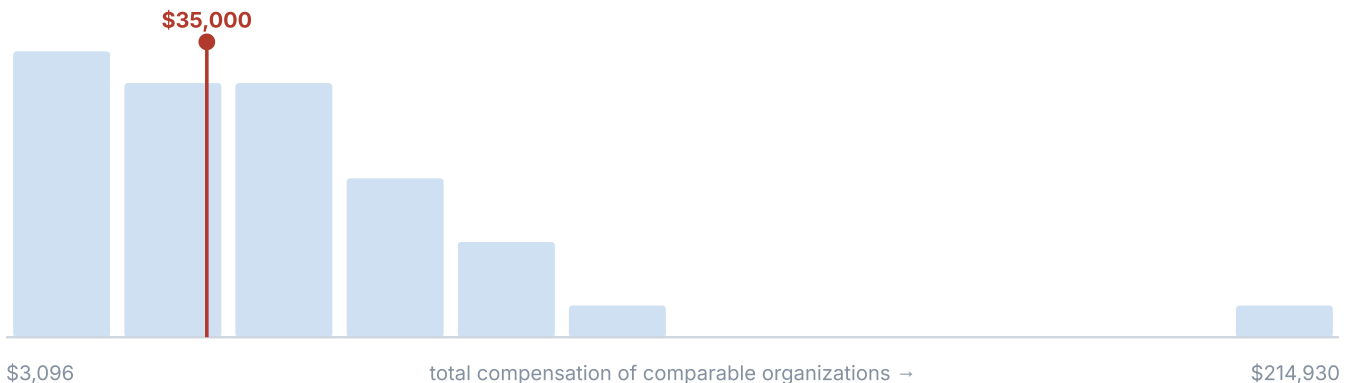
Benchmarked executive: George Balderose — reported title "EXEC DIRECTO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6E0).
BUDGET	Total revenue between \$167,520 and \$375,046 — 0.67x to 1.50x the subject's \$250,031 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6E), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,148	\$20,866	\$42,977	\$60,217	\$79,553	\$35,000
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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
Girls Write Nashville	TN	\$249,272	Pres. & E.d.	\$75,000	\$79,054	2024
Youth Inspirations Theatre	IN	\$250,899	President	\$47,371	\$50,094	2024
Community School Of The Arts	TN	\$253,244	Executive Director	\$80,738	\$85,102	2024
The Music Academy	PA	\$242,962	Director	\$32,984	\$32,984	2024
Aerial Dance Chicago	IL	\$259,429	Board Member / Artistic Director	\$55,200	\$56,026	2023
Suffolk County Music Educators	NY	\$261,461	Treasurer	\$6,000	\$5,437	2024
Sacramento Preparatory Music Academy	CA	\$234,926	Ceo	\$52,000	\$46,357	2023
The Ballet School Of Stamford	CT	\$265,615	Executive Dir.	\$70,000	\$64,119	2025
American Dance Institute	NY	\$231,550	Executive Director	\$230,390	\$214,930	2023
Shubanjali School Of Performing Arts	NJ	\$269,769	President	\$86,667	\$79,886	2023
Bandwagon Institute For The Arts	HI	\$230,121	President	\$27,665	\$25,571	2023
Arconet	PA	\$226,915	President And Artistic Dir	\$44,114	\$42,977	2025
Resonance Vocal Ensemble	OR	\$279,404	Secretary	\$11,063	\$10,037	2025
Conservatory Of Dance Inc	IN	\$220,055	School Director	\$12,500	\$13,609	2023
Junior Chamber Music	CA	\$281,240	Director	\$14,800	\$12,815	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mode Music And Performing Arts	WA	\$218,302	Founder	\$25,000	\$23,107	2023
Thames Valley Music School Inc	CT	\$214,837	Admin. Direc	\$63,729	\$59,919	2024
Alma	NM	\$285,234	Outreach Dir	\$14,000	\$15,100	2024
Richards Institute Of	CA	\$213,781	Executive Di	\$44,000	\$38,099	2024
Kapena School Of Music	HI	\$290,575	Executive Dir.	\$3,350	\$3,096	2023
Center For The Dance Theatre	CA	\$208,832	President	\$48,873	\$43,569	2023
The Conservatoire Inc	GA	\$208,793	President	\$48,000	\$49,827	2023
Ormao Dance Company Inc	CO	\$294,195	Exe/artistic	\$34,600	\$33,269	2024
Alabama Music Educators Association	AL	\$203,705	Executive D	\$22,000	\$23,219	2025
State Street Academy Of Music At St Lawrence	PA	\$303,596	Treasurer	\$4,520	\$4,403	2025

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 35 organizations. Compensation range \$3,096–\$214,930; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$250,031); for reference, expenses \$240,486 and assets \$150,053.

ROLE MATCH George Balderose, reported title "EXEC DIRECTOR", 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	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 (George Balderose) 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 35 similarly situated organizations (Same NTEE sector (A6E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 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.