

Jack Music Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **John P Richards, Executive Director / CEO** (\$46,667) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

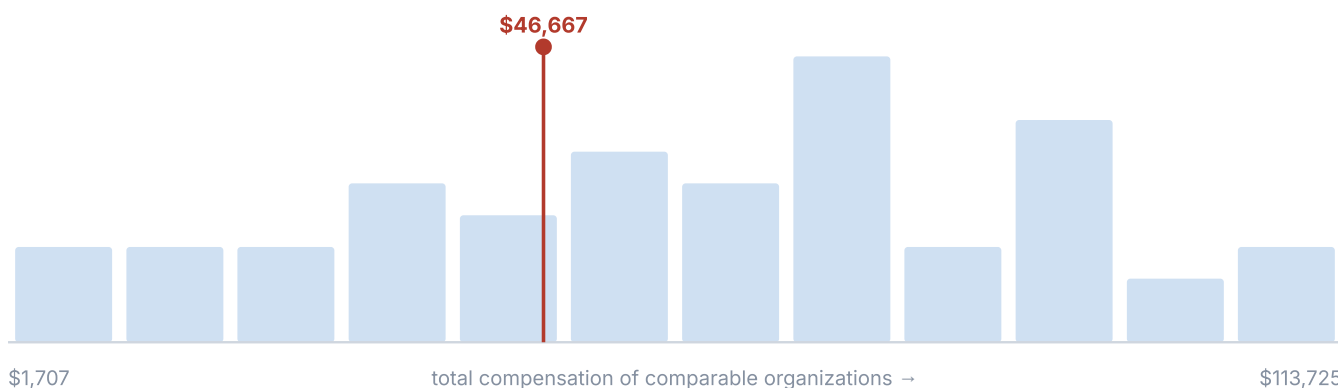
Benchmarked executive: John P Richards — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6B).
BUDGET	Total revenue between \$226,523 and \$507,142 — 0.67x to 1.50x the subject's \$338,095 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,923	\$38,520	\$46,667	\$61,166	\$77,690	\$93,263	\$113,725
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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 NY 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
Salt Lake Choral Artists	UT	\$341,175	Managing Direct	\$50,000	\$56,632	2024
The Piatigorsky Foundation	NY	\$331,767	Aristic Director/president	\$5,000	\$5,148	2023
Wilmington Children's Chorus	DE	\$344,704	Executive Director	\$60,043	\$66,984	2023
Refugee Choir Project	WA	\$327,706	Executive Director	\$94,274	\$93,406	2024
Atlanta Master Chorale	GA	\$325,611	Executive Director	\$61,000	\$67,876	2024
Children's Chorus Of Maryland Inc	MD	\$319,203	Excutive Director	\$85,261	\$88,212	2024
Arkansas Choral Directors	AR	\$359,780	Exec Director	\$55,000	\$68,416	2024
Roanoke Valley Childrens Choir Inc	VA	\$360,633	Rvcc Director	\$74,106	\$79,184	2024
Blue Heron Renaissance Choir Inc	MA	\$314,922	Executive Di	\$49,847	\$49,571	2024
The Talent Machine Company Inc	MD	\$313,727	President	\$1,650	\$1,707	2024
The Girl Choir Of South Florida Inc	FL	\$309,837	Exeutive Artistic Director	\$48,667	\$49,291	2025
The City Choir Of Washington	DC	\$369,405	Artistic Director/ex Officio	\$80,000	\$77,690	2024
National Choral Council Inc	NY	\$306,582	Exec Director	\$74,000	\$74,000	2024
Island Choral Experience	WA	\$306,575	Director	\$90,000	\$89,171	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Larimer Choral Society	CO	\$299,706	Executive Di	\$28,750	\$29,722	2025
San Luis Obispo Master Chorale	CA	\$299,577	Executive Director (Non-voting)	\$18,146	\$16,893	2025
Charlotte Master Chorale	NC	\$299,056	Ex-officio	\$52,958	\$60,556	2024
Central Dakota Children's Choir	ND	\$298,536	Executive Di	\$35,525	\$42,031	2025
Singomaha Inc	NE	\$379,388	Executive Di	\$75,000	\$91,906	2023
The Glen Ellyn Children's Chorus	IL	\$295,492	Executive Director	\$23,155	\$25,192	2024
William Baker Choral Foundation Inc	KS	\$291,526	Development Director	\$37,500	\$44,833	2024
Choral Chameleon	NY	\$291,315	Artistic Director	\$18,000	\$18,532	2023
The Choralis Foundation	VA	\$287,316	Artistic Dir	\$55,000	\$60,505	2023
Voena	CA	\$390,949	Executive Director	\$110,167	\$105,275	2024
Singers Minnesota Choral Artists	MN	\$282,513	Exec And Artistic Director	\$71,902	\$76,598	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 53 organizations. Compensation range \$1,707–\$113,725; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$338,095); for reference, expenses \$435,100 and assets \$223,153.

ROLE MATCH John P Richards, reported title "*Director*", benchmarked as Executive Director / CEO.
Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	32 nd

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 (John P Richards) 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 53 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,667 is reasonable (approximately the 32nd 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.