

Music In Common Inc

Executive Director / CEO

EIN 263195366
 GA · NTEE A68
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Todd Mack, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **177** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

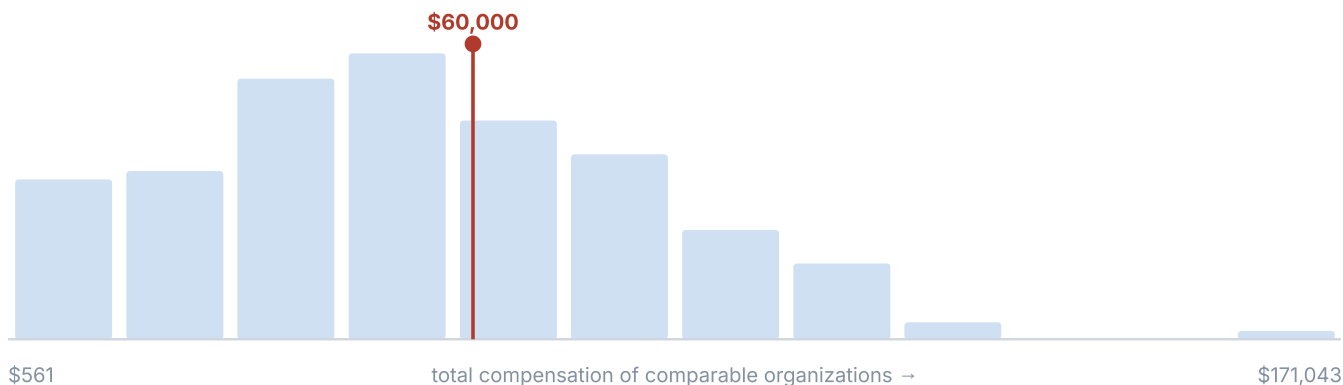
Benchmarked executive: Todd Mack — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$264,682 and \$592,573 — 0.67x to 1.50x the subject's \$395,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

177 organizations qualified on sector, size, and geography → **177** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,044	\$31,437	\$53,248	\$73,454	\$90,523	\$60,000
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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 GA 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
We Make Noise Inc	AZ	\$395,290	President	\$52,285	\$50,009	2024
Redtone Records	CA	\$395,896	Ed/pres/boar	\$14,230	\$12,581	2023
Porchfest Dc	DC	\$394,155	Co-executive Director	\$32,092	\$28,835	2023
Little Village Foundation	CA	\$392,844	Executive Director	\$86,000	\$76,037	2023
Bach Concert Series Inc	MD	\$397,487	Music Director	\$40,300	\$37,471	2024
Choral Masterworks Festival Inc	FL	\$397,541	Executive Director	\$59,815	\$54,444	2025
Juneau Jazz & Classics	AK	\$390,873	Executive Di	\$73,253	\$71,709	2023
29 11 International Exchange	MN	\$399,583	Executive Artistic Director/co-founder	\$49,075	\$48,227	2024
Ted Brown Music Outreach	WA	\$389,619	Executive Director	\$36,723	\$32,699	2024
Columbia Music Festival Association	SC	\$388,941	Exec Director	\$81,250	\$84,301	2024
American Choral Directors Association Of	MN	\$386,926	Executive Director	\$98,504	\$94,307	2025
Summit Choral Society Inc	OH	\$385,171	Executive Dir.	\$80,720	\$85,029	2024
Kaleidoscope Chamber Orchestra	CA	\$405,189	President	\$40,000	\$35,366	2023
Aiken Music Festival	SC	\$383,906	Executive Di	\$75,000	\$77,817	2024
Vibe Of Portland	OR	\$408,947	Executive Director, Founder, Board President	\$44,700	\$41,285	2024
Global Arts Corporation	CA	\$380,948	Ceo	\$63,009	\$54,112	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corpsvets Inc	GA	\$376,069	Executive Director	\$16,196	\$16,196	2024
Girls Rock Dc Inc	DC	\$375,969	Executive Director	\$61,270	\$53,473	2024
Friends Of The Orchestra	CO	\$374,591	Executive Dir.	\$29,345	\$27,985	2024
Jazz At The Ballroom Inc	CA	\$416,145	Executive Direc	\$2,414	\$2,134	2023
Chamber Music Monterey Bay	CA	\$373,584	Operations Manager	\$69,075	\$59,321	2024
Chamber Music Society Of St Louis Inc	MO	\$418,086	Executive & Artistic Director	\$67,250	\$70,840	2024
Fontana Chamber Arts	MI	\$371,972	Director	\$53,523	\$53,527	2025
Free Guitars 4 Kids	MN	\$369,229	Executive Director	\$112,198	\$113,516	2023
Creative Ability Development Inc	NY	\$420,918	Vice Chair/executive Director	\$83,488	\$77,247	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 177 organizations. Compensation range \$561–\$171,043; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$395,049); for reference, expenses \$321,209 and assets \$147,464.

ROLE MATCH Todd Mack, reported title "*Executive Dir.*", 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.
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	62 nd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	62 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 (Todd Mack) 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 177 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 62nd 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.