

Oregon Suzuki Institute

Executive Director / CEO

EIN 270072019

OR · NTEE A6E

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rebekah Hanson, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

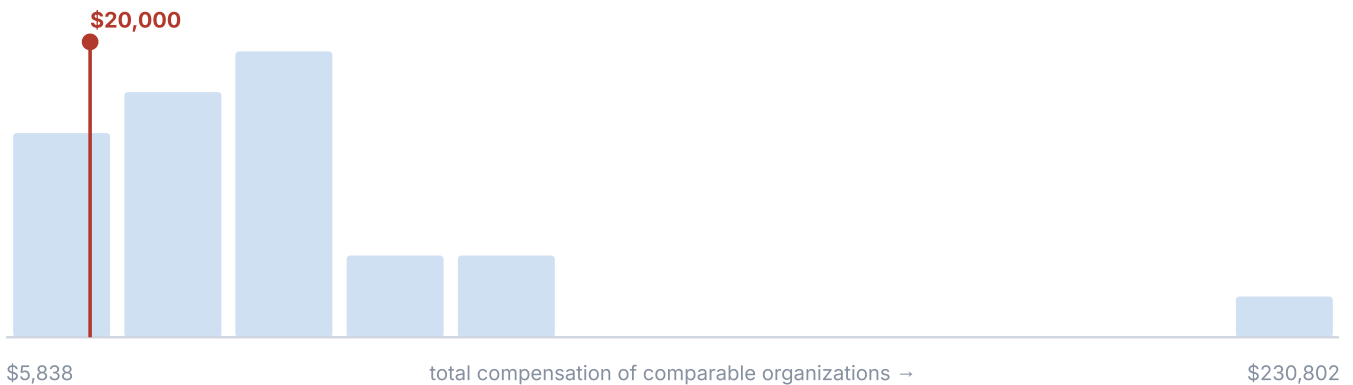
Benchmarked executive: Rebekah Hanson — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6E).
BUDGET	Total revenue between \$119,850 and \$268,323 — 0.67x to 1.50x the subject's \$178,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6E), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,557	\$24,874	\$46,151	\$56,978	\$81,684	\$20,000
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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 OR 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
Clarkston Conservatory Of Music Inc	MI	\$173,865	Director	\$16,465	\$18,300	2024
The Mount Calvary Academy Of Music	MN	\$168,481	Director	\$49,956	\$53,154	2024
Cygnum Creative Arts Centre Inc	NJ	\$166,872	Artistic Dir	\$23,650	\$22,151	2025
The Conservatory Of Central Illinois	IL	\$156,070	Executive Director	\$14,047	\$14,871	2024
Alabama Music Educators Association	AL	\$203,705	Executive D	\$22,000	\$24,934	2025
The Conservatoire Inc	GA	\$208,793	President	\$48,000	\$53,506	2023
Center For The Dance Theatre	CA	\$208,832	President	\$48,873	\$46,787	2023
Richards Institute Of	CA	\$213,781	Executive Di	\$44,000	\$40,913	2024
Thames Valley Music School Inc	CT	\$214,837	Admin. Direc	\$63,729	\$64,344	2024
Mode Music And Performing Arts	WA	\$218,302	Founder	\$25,000	\$24,814	2023
Conservatory Of Dance Inc	IN	\$220,055	School Director	\$12,500	\$14,614	2023
Arconet	PA	\$226,915	President And Artistic Dir	\$44,114	\$46,151	2025
Bandwagon Institute For The Arts	HI	\$230,121	President	\$27,665	\$27,459	2023
American Dance Institute	NY	\$231,550	Executive Director	\$230,390	\$230,802	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sacramento Preparatory Music Academy	CA	\$234,926	Ceo	\$52,000	\$49,780	2023
The Music Academy	PA	\$242,962	Director	\$32,984	\$35,420	2024
Girls Write Nashville	TN	\$249,272	Pres. & E.d.	\$75,000	\$84,892	2024
Balmoral School Of Highland Piping	PA	\$250,031	Exec Directo	\$35,000	\$37,585	2024
Youth Inspirations Theatre	IN	\$250,899	President	\$47,371	\$53,793	2024
Community School Of The Arts	TN	\$253,244	Executive Director	\$80,738	\$91,387	2024
Aerial Dance Chicago	IL	\$259,429	Board Member / Artistic Director	\$55,200	\$60,163	2023
Suffolk County Music Educators	NY	\$261,461	Treasurer	\$6,000	\$5,838	2024
The Ballet School Of Stamford	CT	\$265,615	Executive Dir.	\$70,000	\$68,854	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 23 organizations. Compensation range \$5,838–\$230,802; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$178,882); for reference, expenses \$169,602 and assets \$9,954.

ROLE MATCH Rebekah Hanson, 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.**

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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	17 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 (Rebekah Hanson) 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 23 similarly situated organizations (Same NTEE sector (A6E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 17th 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.