

# One Heart Beat Inc

Executive Director / CEO

EIN 271006148

GA · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bryan Watt, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81<sup>st</sup>** percentile of comparable organizations

within the typical range

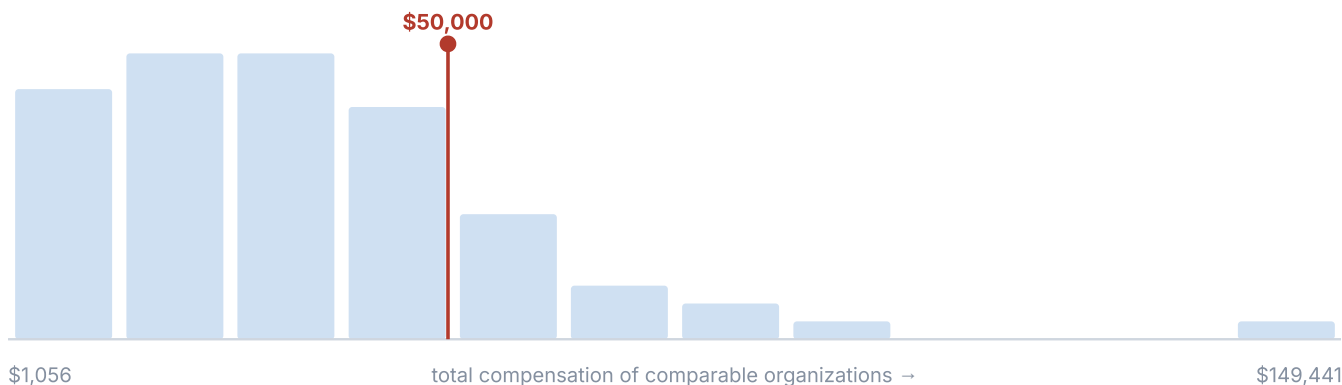
**Benchmarked executive:** Bryan Watt — reported title “CO-FOUNDER & EXECUTIVE DIR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

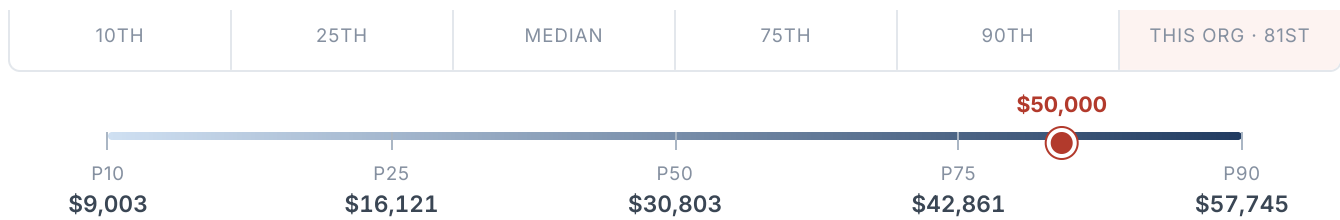
SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$105,094 and \$235,285 — 0.67x to 1.50x the subject's \$156,857 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,003	\$16,121	\$30,803	\$42,861	\$57,745	\$50,000
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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
<a href="#">C'est Bon Music Inc</a>	CA	\$156,557	Ceo	\$14,300	<b>\$12,281</b>	2024
<a href="#">Seasun Theatre Artist Group</a>	CA	\$157,161	Director	\$6,940	<b>\$6,136</b>	2023
<a href="#">Alleghany Jam</a>	NC	\$155,028	Executive Director	\$53,791	<b>\$53,852</b>	2025
<a href="#">Cleveland Rocks Past Present And Future</a>	OH	\$159,775	Key Employee	\$15,600	<b>\$16,918</b>	2023
<a href="#">Detroit Performing Artists Inc</a>	MI	\$153,760	Executive Di	\$21,186	<b>\$22,391</b>	2023
<a href="#">Bach Aria Soloists Inc</a>	MO	\$160,884	Executive Artistic Director	\$58,099	<b>\$63,008</b>	2023
<a href="#">Oil Region Music Preservation Museum</a>	PA	\$162,981	Director	\$42,000	<b>\$41,655</b>	2024
<a href="#">Beale Street Caravan Inc</a>	TN	\$163,951	Exec. Dir.	\$48,750	<b>\$52,469</b>	2023
<a href="#">International Association Of Music Libraries Archives &amp; Documentation</a>	WI	\$164,970	Secretary General	\$2,165	<b>\$2,249</b>	2024
<a href="#">Camfel Productions Inc</a>	CA	\$166,635	President	\$53,677	<b>\$46,097</b>	2024
<a href="#">Songs Of Solomon An Inspirational Ensemble Inc</a>	NY	\$146,131	President	\$24,412	<b>\$22,587</b>	2023
<a href="#">Composers Now Inc</a>	NY	\$145,117	Board Chair Artistic Director	\$34,275	<b>\$30,803</b>	2024
<a href="#">St Marys Music Academy</a>	NC	\$170,173	Director	\$33,000	<b>\$33,912</b>	2024
<a href="#">Tunefoolery Music Inc</a>	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	<b>\$11,371</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Women In The Arts Inc National Womens</a>	IL	\$170,731	President	\$2,800	<b>\$2,819</b>	2023
<a href="#">The Coleman Chamber Music Association</a>	CA	\$171,101	Executive Director	\$85,273	<b>\$73,232</b>	2024
<a href="#">Indexical Inc</a>	CA	\$171,200	Executive Di	\$48,954	<b>\$42,041</b>	2024
<a href="#">Texas Early Music Project</a>	TX	\$172,531	Artistic Director	\$24,550	<b>\$28,272</b>	2021
<a href="#">Laguna Beach Live</a>	CA	\$174,133	Ceo	\$42,000	<b>\$36,069</b>	2024
<a href="#">York County Honors Choirs Inc</a>	PA	\$137,484	Executive Director	\$26,000	<b>\$25,787</b>	2024
<a href="#">William Lewis School Of Opera</a>	TX	\$135,149	Vice President	\$36,000	<b>\$35,815</b>	2024
<a href="#">Korea Music Foundation Inc</a>	NY	\$132,970	President	\$3,000	<b>\$2,776</b>	2023
<a href="#">Alice And Eleonore Schoenfeld</a>	CA	\$132,945	Ceo	\$60,000	<b>\$51,528</b>	2024
<a href="#">Alabama June Jam Inc</a>	AL	\$180,835	Executive Officer	\$75,000	<b>\$78,506</b>	2025
<a href="#">Capitol Hill Jazz Foundation</a>	DC	\$181,291	Executive Di	\$46,519	<b>\$41,798</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	73 organizations. Compensation range \$1,056–\$149,441; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$156,857); for reference, expenses \$157,552 and assets \$14,055.
ROLE MATCH	Bryan Watt, reported title <i>"CO-FOUNDER &amp; EXECUTIVE DIR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	81 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	79 <sup>th</sup>

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 (Bryan Watt) 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 73 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 81<sup>st</sup> 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.