

This analysis benchmarks the total compensation of **Paul Mcneff, Executive Director / CEO** (\$67,275) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

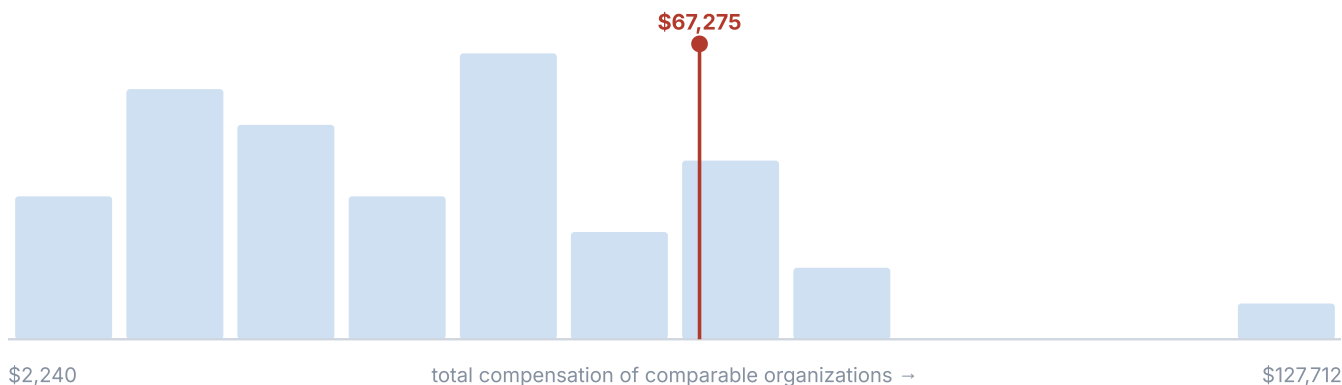
**Benchmarked executive:** Paul Mcneff — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6B).
BUDGET	Total revenue between \$131,545 and \$294,505 — 0.67x to 1.50x the subject's \$196,337 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,095	\$22,278	\$42,027	\$58,099	\$73,951	\$67,275
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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 CA 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="#">Youth Chorale Of Central Minnesota</a>	MN	\$198,106	Executive Director	\$40,000	<b>\$46,983</b>	2024
<a href="#">Orlando Gay Chorus Inc</a>	FL	\$199,468	Treasurer	\$6,500	<b>\$7,071</b>	2025
<a href="#">Cantores In Ecclesia</a>	OR	\$200,876	Officer: Choir Music Director <1099-nec>	\$24,000	<b>\$26,494</b>	2024
<a href="#">Classical Chorus Of Abilene</a>	TX	\$203,831	Executive Dir	\$43,116	<b>\$52,783</b>	2023
<a href="#">Oberlin Choristers</a>	OH	\$186,552	Artist Director	\$22,167	<b>\$27,190</b>	2025
<a href="#">The Bach Chorale Singers Inc</a>	IN	\$206,377	Managing Dir	\$24,748	<b>\$31,940</b>	2023
<a href="#">Giving Voice Initiative</a>	MN	\$185,861	Executive Director	\$59,189	<b>\$71,577</b>	2023
<a href="#">Pacific International Choral</a>	OR	\$209,346	Artistic/exe	\$21,000	<b>\$23,866</b>	2023
<a href="#">Carolina Master Chorale Inc</a>	SC	\$210,799	Executive Director	\$17,005	<b>\$20,545</b>	2025
<a href="#">Northwest Choir Resources</a>	WA	\$212,816	Secretary And Artistic Director	\$120,000	<b>\$127,712</b>	2024
<a href="#">Rogue World Music</a>	OR	\$213,377	Executive Director	\$46,000	<b>\$50,780</b>	2024
<a href="#">Magnum Chorum</a>	MN	\$215,490	Executive Director	\$18,000	<b>\$21,767</b>	2023
<a href="#">The Lira Ensemble</a>	IL	\$216,384	Artistic Director Gm	\$4,000	<b>\$4,554</b>	2025
<a href="#">Youth Chorus Of Kansas City Inc</a>	MO	\$217,944	Executive Officer	\$36,000	<b>\$44,157</b>	2025
<a href="#">Appleton Boychoir Inc</a>	WI	\$174,656	Artistic Director	\$17,500	<b>\$22,368</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bucks County Choral Society</a>	PA	\$219,753	Ex Officio	\$36,000	<b>\$42,676</b>	2024
<a href="#">The Mississippi Mass Choir Ministries Inc</a>	MS	\$226,110	President	\$14,000	<b>\$18,535</b>	2024
<a href="#">The Washington Mens Camerata Inc</a>	DC	\$162,374	Managing Director	\$61,760	<b>\$64,424</b>	2024
<a href="#">Threshold Choir</a>	CA	\$231,258	Executive Dir.	\$69,949	<b>\$73,921</b>	2023
<a href="#">Heartland Youth Choir</a>	IA	\$231,728	Former Artistic Director	\$31,790	<b>\$41,377</b>	2024
<a href="#">Orpheus Male Chorus Of Phoenix</a>	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	<b>\$57,016</b>	2024
<a href="#">Verdigris Ensemble Inc</a>	TX	\$159,676	Executive Director	\$22,424	<b>\$26,664</b>	2024
<a href="#">Lawrence Children's Choir Inc</a>	KS	\$158,976	Executive Di	\$36,221	<b>\$45,316</b>	2025
<a href="#">Virginia Glee Club Inc</a>	VA	\$158,339	General Manager	\$29,200	<b>\$34,505</b>	2023
<a href="#">Womens Chorus Of Dallas</a>	TX	\$155,690	General Manager	\$1,934	<b>\$2,240</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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	<b>40</b> organizations. Compensation range \$2,240–\$127,712; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$196,337); for reference, expenses \$232,358 and assets \$69,756.
ROLE MATCH	Paul Mcneff, reported title " <i>Executive Dir.</i> ", 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Paul Mcneff) 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 40 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,275 is reasonable (approximately the 85<sup>th</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.