

Musicians For Education Inc

Executive Director / CEO

EIN 330936491

CA · NTEE B90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Teresa Gunn, Executive Director / CEO** (\$48,555) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Teresa Gunn — reported title “PRESIDENT/SEC”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

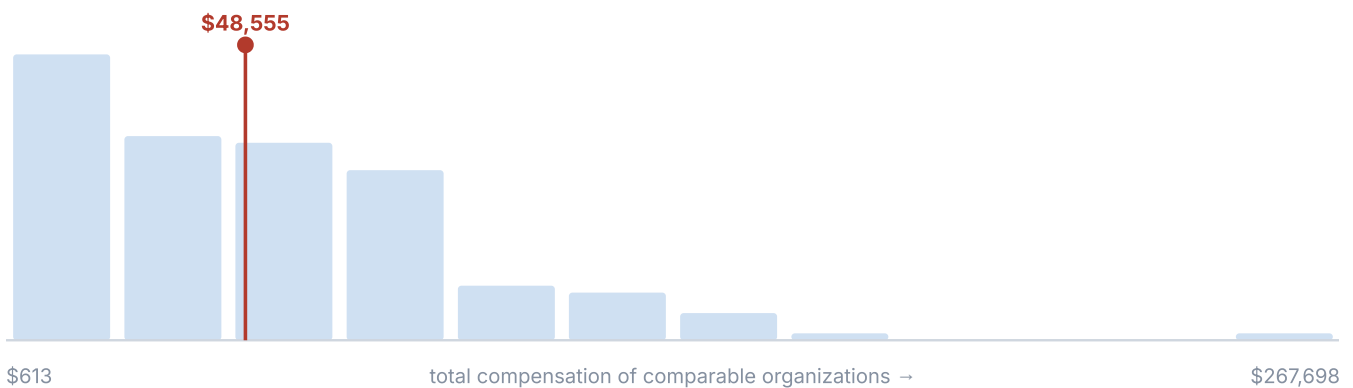
SECTOR Organizations sharing the subject's NTEE classification (B90).

BUDGET Total revenue between \$96,088 and \$215,124 — 0.67x to 1.50x the subject's \$143,416 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,179	\$21,557	\$45,534	\$73,102	\$105,124	\$48,555
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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
Mine Hill Educational Foundation	NJ	\$143,522	President	\$4,775	\$4,810	2025
The Audacia Foundation Inc	NY	\$141,693	President An	\$248,472	\$267,698	2023
Plantpure Communities Inc	NC	\$141,520	President	\$40,000	\$47,864	2024
Monterey County Office Of Education	CA	\$146,573	Cfo	\$60,897	\$62,696	2023
Rural Alliance	WA	\$139,800	President	\$82,202	\$85,230	2024
The Blink Foundation Inc	FL	\$147,192	President	\$63,000	\$70,564	2023
The Gardiner Foundation	NY	\$139,362	President	\$4,000	\$4,186	2024
The Dental Health Theatre Inc	MO	\$148,037	Co-executive Director	\$42,750	\$53,985	2023
The Machon Inc	MD	\$148,077	Director	\$22,566	\$24,432	2024
New Leaf Collaborative	CA	\$148,557	Executive Director	\$12,300	\$12,663	2023
Women Empowering Nations Inc	OK	\$150,850	Executive Director	\$66,995	\$85,432	2024
laapa Foundation	FL	\$151,115	President And Ceo	\$41,231	\$46,181	2023
Akademia Jana Pawla li - Polish	NJ	\$151,444	Director	\$5,600	\$5,790	2024
Germination Project	PA	\$135,253	Executive Di	\$96,000	\$114,143	2023
Montezuma Schools Inc	AZ	\$134,683	Manager	\$21,000	\$24,079	2023
Stamford Polish Saturday School Inc	CT	\$134,652	Director Of Spss	\$9,781	\$10,620	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wonder Institute	WY	\$153,430	Director Of Wonder Lab	\$91,875	\$117,299	2023
The Ana Grace Project Inc	CT	\$153,958	Executive Director	\$65,000	\$72,663	2023
Youth Of The Diaspora	MD	\$154,314	Co Founder	\$21,380	\$23,148	2024
Pivotal Point Enterprises Inc	FL	\$131,964	Executive Director	\$20,775	\$22,602	2024
Strategem Learning	CA	\$131,865	President/exec. Dir.	\$20,769	\$21,382	2023
Pathway Community Foundation Corporation	NC	\$131,411	President And Director	\$45,000	\$53,847	2024
Science Play-space Initiative Spi	OH	\$131,287	Executive Di	\$46,800	\$57,404	2024
School Mindfulness Project	PA	\$156,248	Founder/ceo	\$54,545	\$64,853	2023
Creating Positive Relationships Inc	IN	\$157,232	Executive Director	\$52,428	\$62,378	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 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 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.

● Sample, role match & sensitivity

PEER COUNT 147 organizations. Compensation range \$613–\$267,698; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$143,416); for reference, expenses \$136,984 and assets \$517,236.

ROLE MATCH Teresa Gunn, reported title "*PRESIDENT/SEC*", 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.**

RELATED-ORG PAY 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	54 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	46 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 (Teresa Gunn) 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 147 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,555 is reasonable (approximately the 54th 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.