



■ 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 OH 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
Amarillo Youth Choirs Inc	TX	\$131,155	Executive Di	\$45,480	\$44,222	2023
Golden Tones Inc	MA	\$125,163	Exec Director	\$66,096	\$56,078	2024
Youth Singers Of The Bay Area	TX	\$117,176	Artistic Director	\$13,929	\$12,816	2025
Youth Ensemble Of Atlanta Inc	GA	\$113,703	Executive Director	\$34,878	\$32,257	2025
Virginia Choral Society Inc	VA	\$105,978	Artistic Director	\$20,085	\$17,838	2025
The Trey Clegg Singers Inc	GA	\$103,947	Founder/director	\$24,000	\$22,784	2024
Womens Chorus Of Dallas	TX	\$155,690	General Manager	\$1,934	\$1,779	2025
Virginia Glee Club Inc	VA	\$158,339	General Manager	\$29,200	\$27,405	2023
Lawrence Children's Choir Inc	KS	\$158,976	Executive Di	\$36,221	\$35,993	2025
Verdigris Ensemble Inc	TX	\$159,676	Executive Director	\$22,424	\$21,178	2024
The Washington Mens Camerata Inc	DC	\$162,374	Managing Director	\$61,760	\$51,169	2024
Childrens Chorus Of Collin County	TX	\$89,323	Director	\$12,500	\$11,806	2024
Appleton Boychoir Inc	WI	\$174,656	Artistic Director	\$17,500	\$17,765	2023
Giving Voice Initiative	MN	\$185,861	Executive Director	\$59,189	\$56,850	2023
Oberlin Choristers	OH	\$186,552	Artist Director	\$22,167	\$21,596	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	15 organizations. Compensation range \$1,779–\$56,850; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$129,032); for reference, expenses \$234,961 and assets \$143,767. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Thomas Deastlov, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Thomas Deastlov) 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 15 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,419 is reasonable (approximately the 100th 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.