

Lyra

Executive Director / CEO

EIN 363369159
 MN · NTEE A69Z
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Sara Thompson, Executive Director / CEO** (\$2,000) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

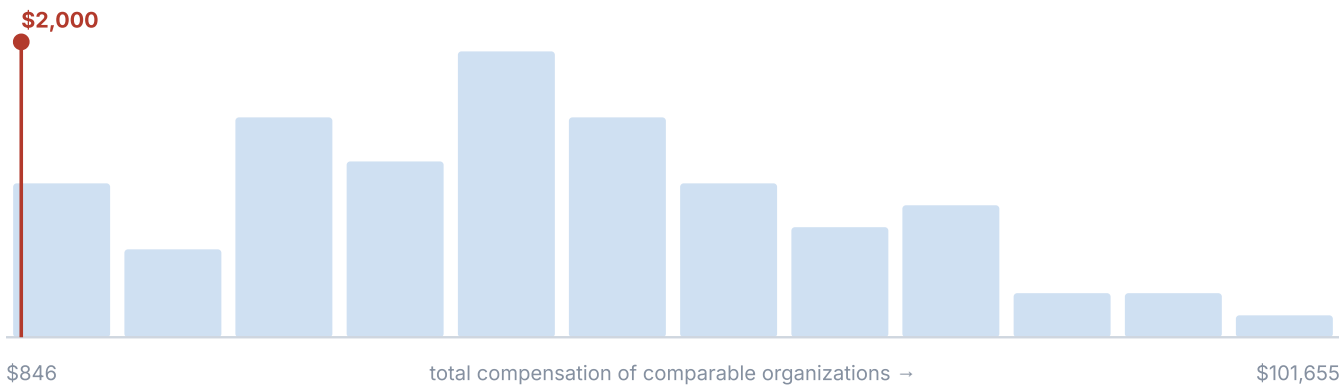
Benchmarked executive: Sara Thompson — reported title "PLAYERS REPRESENTATIVE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69Z).
BUDGET	Total revenue between \$179,119 and \$401,013 — 0.67x to 1.50x the subject's \$267,342 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,614	\$25,234	\$41,381	\$55,793	\$70,342	\$2,000
----------	----------	----------	----------	----------	----------------



■ 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 MN 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
Catskill Symphony Orchestra	NY	\$266,367	Executive Dir.	\$35,000	\$32,007	2024
Jacksonville Symphony Society	IL	\$263,856	Executive Director	\$6,070	\$6,039	2024
Minot Symphony Association Inc	ND	\$271,643	Executive Director	\$55,200	\$61,306	2024
Ashland Symphony Orchestra	OH	\$262,008	Executive Di	\$44,582	\$47,787	2024
North Charleston Pops	SC	\$260,852	Executive Dir.	\$16,667	\$18,116	2023
Pioneer Valley Symphony Inc	MA	\$275,255	Executive Director	\$38,750	\$36,282	2023
Kennett Symphony Of Chester County	PA	\$254,669	Music Direct	\$29,154	\$30,292	2023
Lake Washington Symphony Orche	WA	\$253,894	President	\$5,000	\$4,530	2024
Anderson Symphony Orchestra Assoc	IN	\$283,201	Executive Director	\$54,124	\$59,470	2023
Bemidji Symphony Orchestra	MN	\$249,976	Executive Di	\$43,728	\$42,601	2025
Community Youth Orchestra Of Bucks Count	PA	\$284,815	Executive Dir.	\$50,500	\$52,472	2023
Oregon East Symphony	OR	\$248,785	President	\$900	\$846	2024
Baltimore Chamber Orchestra Inc	MD	\$286,726	Executive Dir.	\$42,481	\$41,381	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Douglas County Youth Orchestra Inc	CO	\$246,704	Director	\$44,136	\$41,726	2025
Bluewater Chamber Orchestra	OH	\$288,511	Artistic Director	\$29,000	\$31,085	2024
Black Hills Symphony Orchestra Society	SD	\$246,108	Executive Director	\$33,099	\$36,016	2025
Arapahoe Philharmonic Inc	CO	\$245,061	Executive Di	\$73,163	\$73,095	2023
Chamber Music Oc	CA	\$243,060	Executive Dir.	\$10,580	\$9,519	2023
Macon Pops Inc	GA	\$239,728	Ceo	\$48,500	\$50,811	2023
Metropolitan Youth Symphony Inc	MI	\$236,483	Executive Director	\$37,451	\$38,113	2025
Corvallis Youth Symphony Assoc	OR	\$299,505	Executive Director	\$57,440	\$55,579	2023
Symphony Of The Redwoods	CA	\$234,665	Executive Director	\$16,402	\$14,757	2023
South Coast Symphony	CA	\$234,409	Ceo	\$23,332	\$20,390	2024
Vivo Youth Orchestras	CA	\$300,586	President/executive Director	\$88,200	\$79,354	2023
East County Youth Symphony	CA	\$233,133	Executive Director	\$44,000	\$39,587	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	75 organizations. Compensation range \$846–\$101,655; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$267,342); for reference, expenses \$292,303 and assets \$28,258.
ROLE MATCH	Sara Thompson, reported title " <i>PLAYERS REPRESENTATIVE</i> ", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	1 st

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 (Sara Thompson) 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 75 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$2,000 is reasonable (approximately the 1st 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.