

Montana Chamber Music Society

Executive Director / CEO

EIN 364740761

MT · NTEE A68

FY ending 2025-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Noah Certalic, Executive Director / CEO** (\$108) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

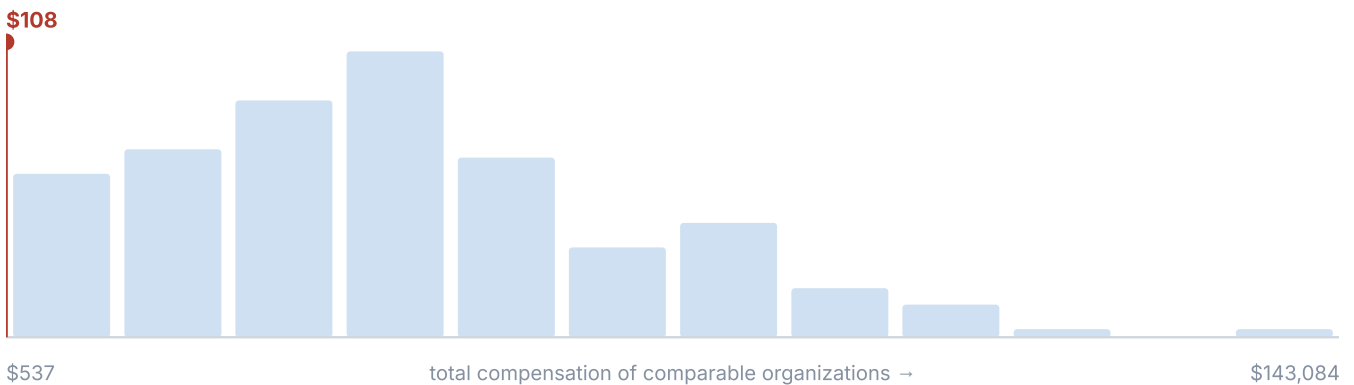
Benchmarked executive: Noah Certalic — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$167,470 and \$374,934 — 0.67x to 1.50x the subject's \$249,956 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,419	\$22,106	\$39,300	\$57,926	\$79,074	\$108
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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 MT 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
Mallarme Chamber Players Inc	NC	\$249,676	Artistic Director	\$77,004	\$75,765	2024
Contemporaneous Inc	NY	\$249,614	Director	\$30,057	\$25,863	2024
Asheville Music School Sound Education	NC	\$247,759	Ex Officio	\$43,403	\$41,604	2025
Campbell Learning Center Inc	TX	\$246,185	Director	\$58,994	\$57,854	2023
Colorado Music Bridge	CO	\$245,716	Co-exec Director	\$18,000	\$16,921	2023
American Harp Society Inc	MA	\$254,201	Executive Director	\$59,600	\$52,506	2023
Music Heals International	CA	\$245,634	Founder/exec	\$44,550	\$36,632	2024
Guardians Of Sound	PA	\$254,493	Executive Director	\$48,200	\$45,771	2024
Opus Community Music School Inc	MD	\$254,890	Executive Director/teacher	\$47,417	\$42,214	2024
Asociacion Suzuki De Puerto Rico Inc	PR	\$244,801	Administrator	\$35,132	\$36,062	2024
Mencius Society For The Arts Inc	NY	\$256,991	Executive Di	\$34,793	\$29,167	2025
Crescendo Inc	CT	\$241,857	Founding And Artistic Director	\$30,000	\$26,785	2024
Music In Place	CA	\$258,414	Mkting Adm Off.	\$39,708	\$32,651	2024
Poss Music Works Nfp	IL	\$240,849	Executive Director	\$20,000	\$18,241	2025
Sound Impact	VA	\$240,775	Secretary	\$32,945	\$31,186	2023
Rock Central Inc	WI	\$259,349	Executive Di	\$18,886	\$18,782	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ansonia Music Outreach Organization Inc	NY	\$240,243	President	\$44,974	\$38,699	2024
The Mundi Project	UT	\$239,581	Executive Di	\$46,910	\$45,718	2024
Etm-massachusetts Inc	MA	\$260,492	Exective Director	\$94,688	\$83,417	2023
Queen Bee Music Association	NM	\$239,253	Executive Dir.	\$38,457	\$39,388	2024
Ten Sleepless Knights Inc	VI	\$239,048	President	\$8,380	\$8,856	2023
Dallas Bach Society	TX	\$238,812	Executive Director	\$20,000	\$19,614	2023
Music Is Art	NY	\$238,547	Executive Director	\$69,216	\$59,558	2024
Songfest Inc	OH	\$238,320	President	\$71,250	\$71,860	2024
Border Crossing	MN	\$261,798	Exec Director	\$85,906	\$78,747	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	166 organizations. Compensation range \$537–\$143,084; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$249,956); for reference, expenses \$205,031 and assets \$238,194.
ROLE MATCH	Noah Certalic, reported title " <i>DIRECTOR</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	2 peers 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	0 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 (Noah Certalic) 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 166 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108 is reasonable (approximately the 0th 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.