

St Louis Classical Guitar

Executive Director / CEO

EIN 431131456

MO · NTEE A680

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Brian Vaccaro, Executive Director / CEO** (\$66,462) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

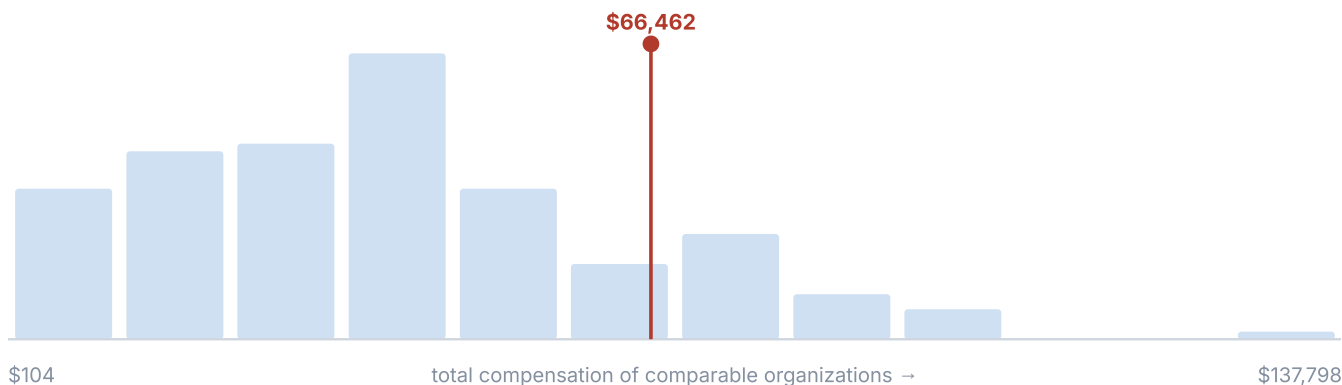
Benchmarked executive: Brian Vaccaro — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

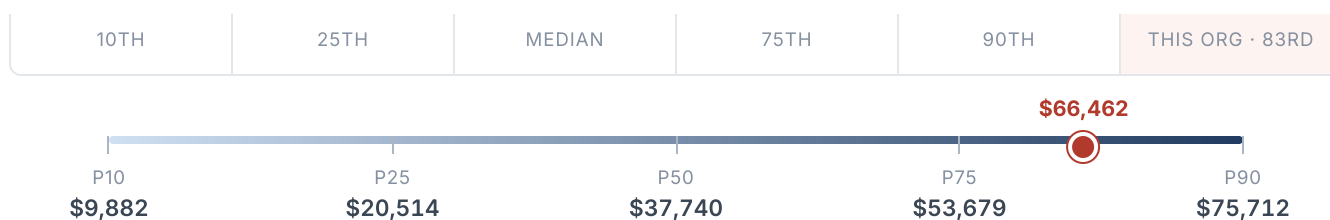
SECTOR	Organizations sharing the subject's NTEE classification (A680).
BUDGET	Total revenue between \$159,248 and \$356,526 — 0.67x to 1.50x the subject's \$237,684 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,882	\$20,514	\$37,740	\$53,679	\$75,712	\$66,462
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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 MO 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
Songfest Inc	OH	\$238,320	President	\$71,250	\$69,206	2024
Music Is Art	NY	\$238,547	Executive Director	\$69,216	\$57,358	2024
Oregon Mozart Players	OR	\$236,572	Executive Di	\$25,000	\$20,742	2025
Dallas Bach Society	TX	\$238,812	Executive Director	\$20,000	\$18,889	2023
Ten Sleepless Knights Inc	VI	\$239,048	President	\$8,380	\$8,380	2023
Bach Beethoven & Brahms Society Of Boston Inc	MA	\$236,272	Director	\$1,803	\$1,447	2025
Okc Improv Foundation	OK	\$236,224	Executive Director	\$22,125	\$22,342	2024
Queen Bee Music Association	NM	\$239,253	Executive Dir.	\$38,457	\$37,932	2024
The Mundi Project	UT	\$239,581	Executive Di	\$46,910	\$44,029	2024
Ansonia Music Outreach Organization Inc	NY	\$240,243	President	\$44,974	\$37,269	2024
Pappy Martin Legacy Jazz Collective Inc	NY	\$235,048	Executive Director	\$19,200	\$16,381	2023
Sound Impact	VA	\$240,775	Secretary	\$32,945	\$30,033	2023
Poss Music Works Nfp	IL	\$240,849	Executive Director	\$20,000	\$17,566	2025
Crescendo Inc	CT	\$241,857	Founding And Artistic Director	\$30,000	\$25,795	2024
Asociacion Suzuki De Puerto Rico Inc	PR	\$244,801	Administrator	\$35,132	\$34,124	2024
Music Heals International	CA	\$245,634	Founder/exec	\$44,550	\$35,279	2024
Colorado Music Bridge	CO	\$245,716	Co-exec Director	\$18,000	\$16,296	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Campbell Learning Center Inc	TX	\$246,185	Director	\$58,994	\$55,717	2023
The Tidewater Winds	VA	\$228,993	Executive Di	\$52,499	\$47,859	2023
Asheville Music School Sound Education	NC	\$247,759	Ex Officio	\$43,403	\$40,067	2025
Contemporaneous Inc	NY	\$249,614	Director	\$30,057	\$24,908	2024
Mallarme Chamber Players Inc	NC	\$249,676	Artistic Director	\$77,004	\$72,967	2024
Montana Chamber Music Society	MT	\$249,956	Director	\$108	\$104	2025
Taiko Community Alliance	CA	\$224,568	Executive Director	\$38,967	\$30,857	2024
Oklahoma Philharmonic Affiliated Fund Of	OK	\$223,708	Secretary	\$25,864	\$26,889	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2023 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 MO 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	164 organizations. Compensation range \$104–\$137,798; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$237,684); for reference, expenses \$305,526 and assets \$36,861.
ROLE MATCH	Brian Vaccaro, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this 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	83 rd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	82 nd

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 (Brian Vaccaro) 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 10, 2026, comparing compensation against 164 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,462 is reasonable (approximately the 83rd 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 10, 2026.