

Bach Aria Soloists Inc

Executive Director / CEO

EIN 431851446

MO · NTEE A68

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Suh Lane, Executive Director / CEO** (\$58,099) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

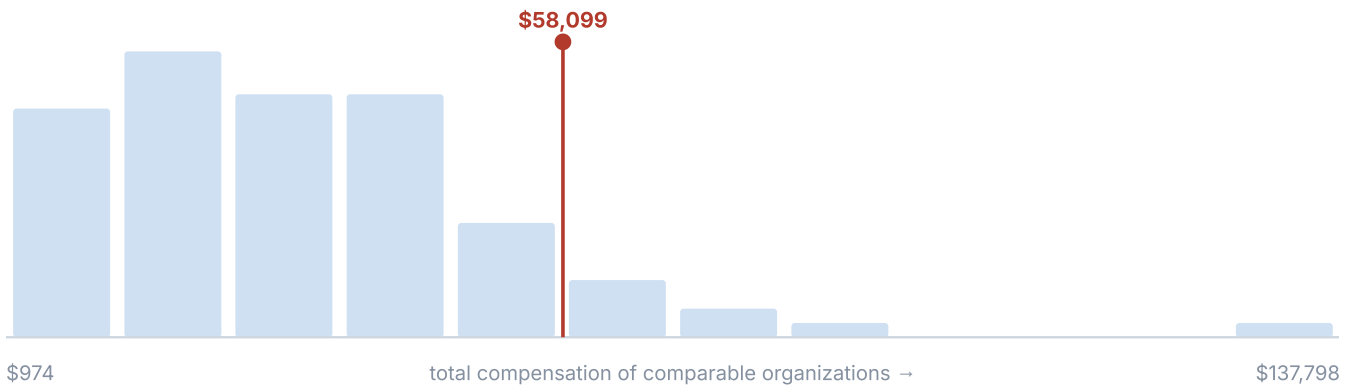
Benchmarked executive: Elizabeth Suh Lane — reported title “EXECUTIVE ARTISTIC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$107,792 and \$241,326 — 0.67x to 1.50x the subject's \$160,884 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

86 organizations qualified on sector, size, and geography → **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,297	\$15,398	\$29,031	\$40,345	\$55,435	\$58,099
---------	----------	----------	----------	----------	-----------------



■ 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
Cleveland Rocks Past Present And Future	OH	\$159,775	Key Employee	\$15,600	\$15,600	2023
Oil Region Music Preservation Museum	PA	\$162,981	Director	\$42,000	\$38,410	2024
Beale Street Caravan Inc	TN	\$163,951	Exec. Dir.	\$48,750	\$48,381	2023
Seasun Theatre Artist Group	CA	\$157,161	Director	\$6,940	\$5,658	2023
One Heart Beat Inc	GA	\$156,857	Co-founder & Executive Dir	\$50,000	\$46,105	2024
International Association Of Music Libraries Archives & Documentation	WI	\$164,970	Secretary General	\$2,165	\$2,074	2024
C'est Bon Music Inc	CA	\$156,557	Ceo	\$14,300	\$11,324	2024
Camfel Productions Inc	CA	\$166,635	President	\$53,677	\$42,506	2024
Alleghany Jam	NC	\$155,028	Executive Director	\$53,791	\$49,657	2025
Detroit Performing Artists Inc	MI	\$153,760	Executive Di	\$21,186	\$20,646	2023
St Marys Music Academy	NC	\$170,173	Director	\$33,000	\$31,270	2024
Tunefoolery Music Inc	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	\$10,485	2025
Women In The Arts Inc National Womens	IL	\$170,731	President	\$2,800	\$2,599	2023
The Coleman Chamber Music Association	CA	\$171,101	Executive Director	\$85,273	\$67,527	2024
Indexical Inc	CA	\$171,200	Executive Di	\$48,954	\$38,766	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Early Music Project	TX	\$172,531	Artistic Director	\$24,550	\$26,070	2021
Laguna Beach Live	CA	\$174,133	Ceo	\$42,000	\$33,259	2024
Songs Of Solomon An Inspirational Ensemble Inc	NY	\$146,131	President	\$24,412	\$20,827	2023
Composers Now Inc	NY	\$145,117	Board Chair Artistic Director	\$34,275	\$28,403	2024
Alabama June Jam Inc	AL	\$180,835	Executive Officer	\$75,000	\$72,389	2025
Capitol Hill Jazz Foundation	DC	\$181,291	Executive Di	\$46,519	\$38,542	2023
Roots Of American Music	OH	\$183,683	Executive Di	\$70,000	\$67,992	2024
York County Honors Choirs Inc	PA	\$137,484	Executive Director	\$26,000	\$23,778	2024
Hill Country Youth Orchestras Inc	TX	\$185,192	Executive Director	\$41,166	\$37,764	2024
Women In Music Inc	NY	\$185,771	President	\$12,000	\$9,944	2024

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 86 organizations. Compensation range \$974–\$137,798; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$160,884); for reference, expenses \$143,900 and assets \$314,757.

ROLE MATCH Elizabeth Suh Lane, reported title *"EXECUTIVE ARTISTIC DIRECTOR"*, 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	3 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	91 st
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	90 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 (Elizabeth Suh Lane) 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 86 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,099 is reasonable (approximately the 91st 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.