

# Unity Music Foundation

Executive Director / CEO

EIN 451100375

CA · NTEE T12

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Debbie Damboise, Executive Director / CEO** (\$23,168) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

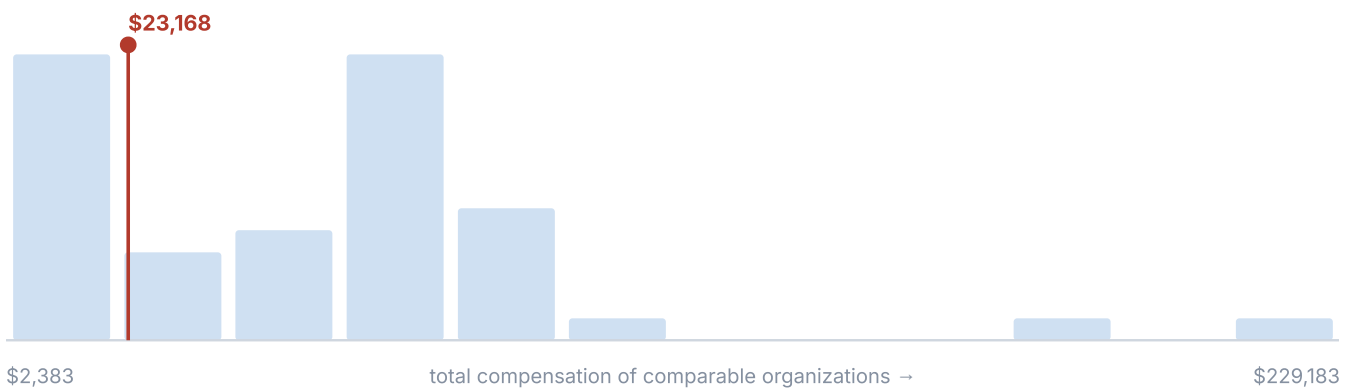
**Benchmarked executive:** Debbie Damboise — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T12).
- BUDGET** Total revenue between \$140,667 and \$314,926 — 0.67x to 1.50x the subject's \$209,951 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,987	\$20,075	\$58,987	\$73,918	\$92,467	\$23,168
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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 CA 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
<a href="#">Healing Hand Foundation</a>	AK	\$212,578	Executive Di	\$40,000	<b>\$43,016</b>	2024
<a href="#">Building Industry Charitable Foundation</a>	KY	\$206,718	Executive Vice-president	\$13,400	<b>\$16,194</b>	2024
<a href="#">Bvm Foundation</a>	VA	\$201,839	Administrati	\$2,500	<b>\$2,795</b>	2023
<a href="#">Zeitler Charitable Trust</a>	OH	\$219,576	Trustee	\$2,000	<b>\$2,383</b>	2024
<a href="#">Collision Industry Foundation</a>	VA	\$200,134	Trustee	\$7,800	<b>\$8,471</b>	2024
<a href="#">Hope For Autumn Foundation</a>	AL	\$222,332	Executive Director	\$60,049	<b>\$72,972</b>	2024
<a href="#">Eclesia Christian Apostolic Community Inc</a>	FL	\$222,724	Da Silva Teixeira	\$45,269	<b>\$47,836</b>	2024
<a href="#">Ur Community Cares Inc</a>	CT	\$225,990	Executive Director	\$57,640	<b>\$60,791</b>	2024
<a href="#">Member To Member Inc</a>	PA	\$192,950	President & Ceo	\$77,918	<b>\$87,404</b>	2024
<a href="#">Indy Hub Foundation Inc</a>	IN	\$228,023	President	\$80,100	<b>\$95,016</b>	2024
<a href="#">Music 4 Miracles Inc</a>	FL	\$228,283	President	\$70,356	<b>\$74,345</b>	2024
<a href="#">The Hatedust Project Inc</a>	CA	\$190,966	President	\$20,145	<b>\$20,145</b>	2023
<a href="#">Crecer Foundation</a>	KS	\$229,915	Executive Director	\$28,800	<b>\$34,999</b>	2024
<a href="#">Southwest Members Care Inc</a>	TN	\$231,021	President	\$161,707	<b>\$191,198</b>	2024
<a href="#">Air Capital Charities Inc</a>	KS	\$233,591	President/director	\$89,357	<b>\$108,588</b>	2024
<a href="#">Tony Laudadio Foundation</a>	TX	\$186,253	Executive Director	\$9,000	<b>\$10,127</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Care Collaborative Inc</a>	MA	\$185,282	Executive Director	\$25,904	<b>\$26,184</b>	2024
<a href="#">Mvp Foundation</a>	AZ	\$181,500	Executive Director	\$60,000	<b>\$66,825</b>	2023
<a href="#">Laborers' District Council</a>	IL	\$239,085	Chairman	\$207,244	<b>\$229,183</b>	2024
<a href="#">Robert U &amp; Roberta Goldman Family</a>	IL	\$177,349	Treasurer And Assistant Secretary	\$80,133	<b>\$88,616</b>	2024
<a href="#">The Sarah Michelle Peterson Foundation</a>	VA	\$175,954	Executive Director	\$67,029	<b>\$72,800</b>	2024
<a href="#">Love Our Veterans Inc</a>	NC	\$245,116	President	\$77,662	<b>\$92,930</b>	2023
<a href="#">All For Lunch Inc</a>	GA	\$247,690	Executive Director	\$30,000	<b>\$33,930</b>	2024
<a href="#">The Lifeshare Foundation</a>	OK	\$248,336	Chief Executive Officer	\$48,631	<b>\$60,235</b>	2024
<a href="#">Charity Bridge Fund</a>	CT	\$168,840	Executive Director	\$56,194	<b>\$57,739</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 44 organizations. Compensation range \$2,383–\$229,183; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$209,951); for reference, expenses \$93,281 and assets \$1,559,702. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Debbie Damboise, reported title "*SECRETARY*", 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	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	41 <sup>st</sup>
All sources (D + E + F), adjusted	25 <sup>th</sup>

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 (Debbie Damboise) 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 44 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,168 is reasonable (approximately the 30<sup>th</sup> 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.