

Orchestrating Dreams Inc

Executive Director / CEO

EIN 463758797
 NY · NTEE A68
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Andrea Profili, Executive Director / CEO** (\$51,500) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

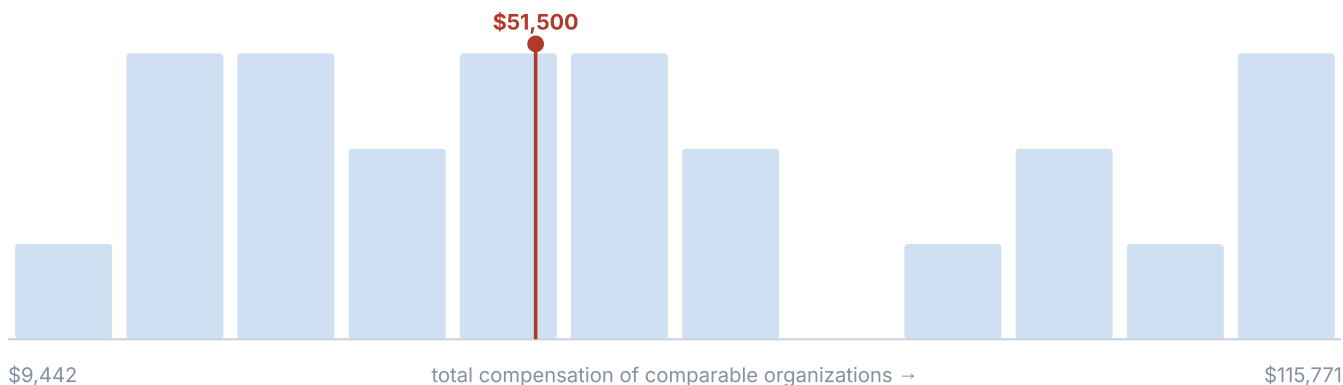
Benchmarked executive: Andrea Profili — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$230,968 and \$517,093 — 0.67x to 1.50x the subject's \$344,729 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68) + NY + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,241	\$32,936	\$56,425	\$87,217	\$109,281	\$51,500
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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 NY 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
Bronx Conservatory Of Music Inc	NY	\$346,450	Executive Director	\$20,108	\$20,702	2023
Los Pleneros De La 21 Inc	NY	\$340,822	Executive Director	\$91,006	\$91,006	2024
Anthology Of Recorded Music Inc	NY	\$330,999	Vice President & Secretary	\$112,450	\$115,771	2023
Make Music Alliance Inc	NY	\$328,374	Executive Director	\$9,692	\$9,442	2025
Keys Corp	NY	\$316,049	Executive Director	\$43,378	\$44,659	2023
Thingny	NY	\$294,182	Podcast Director	\$70,000	\$68,196	2025
Prism Quartet Incorporated	NY	\$288,772	Executive Director	\$113,258	\$113,258	2024
Close Encounters With Music	NY	\$284,653	Artistic Director	\$100,000	\$100,000	2024
Creative Ability Development Inc	NY	\$420,918	Vice Chair/executive Director	\$83,488	\$85,954	2023
The Impact Project	NY	\$265,968	Director	\$59,250	\$59,250	2024
Beyond Booking Inc	NY	\$427,072	Executive Dir.	\$60,000	\$60,000	2024
Mencius Society For The Arts Inc	NY	\$256,991	Executive Di	\$34,793	\$33,896	2025
Contemporaneous Inc	NY	\$249,614	Director	\$30,057	\$30,057	2024
Ansonia Music Outreach Organization Inc	NY	\$240,243	President	\$44,974	\$44,974	2024
Music Is Art	NY	\$238,547	Executive Director	\$69,216	\$69,216	2024
Femme House	NY	\$452,396	President	\$53,600	\$53,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pappy Martin Legacy Jazz Collective Inc	NY	\$235,048	Executive Director	\$19,200	\$19,767	2023
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$49,418	2023
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$40,000	2024
Tkiya Music Inc	NY	\$488,414	Executive Director	\$110,967	\$114,245	2023
Central New York Jazz Arts	NY	\$503,115	Executive Di	\$27,400	\$27,400	2024
Daisy Jopling Foundation	NY	\$505,784	Chair	\$62,500	\$62,500	2024
Victor Wooten's Center For Music	NY	\$506,095	Executive Di	\$22,500	\$22,500	2024
Harlem Gospel Choir On Tour Inc	NY	\$507,464	Executive Director	\$96,000	\$96,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 24 organizations. Compensation range \$9,442–\$115,771; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$344,729); for reference, expenses \$310,485 and assets \$164,573.

ROLE MATCH Andrea Profili, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	46 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	46 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 (Andrea Profili) 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 24 similarly situated organizations (Same NTEE sector (A68) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,500 is reasonable (approximately the 46th 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.