

# I Am Music Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Ronaelle S Perillo, Executive Director / CEO** (\$17,250) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

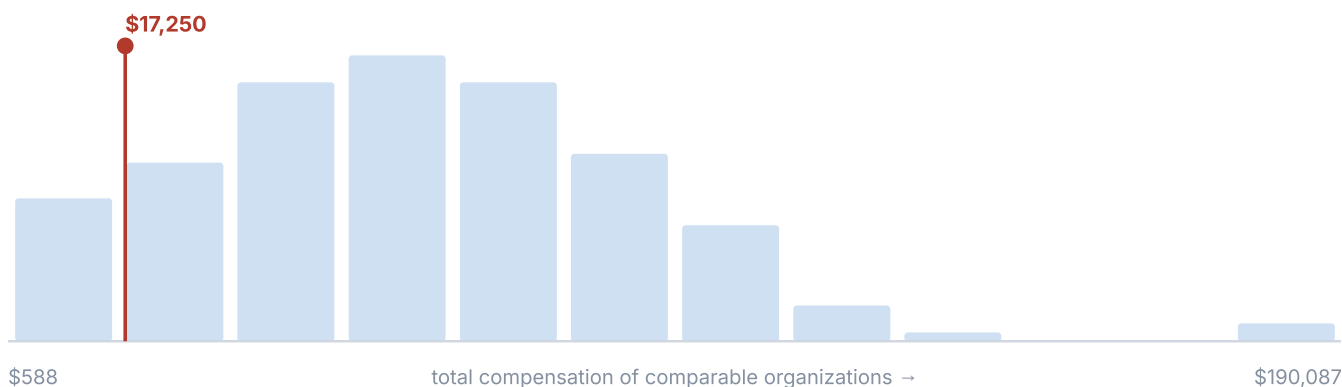
**Benchmarked executive:** Ronaelle S Perillo — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$304,739 and \$682,252 — 0.67x to 1.50x the subject's \$454,835 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**167** organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,979	\$36,538	\$58,899	\$79,336	\$98,004	\$17,250
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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 CO 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="#">Femme House</a>	NY	\$452,396	President	\$53,600	<b>\$50,512</b>	2024
<a href="#">The Early Music Guild Of Seattle</a>	WA	\$451,123	Executive Director	\$62,882	<b>\$60,447</b>	2023
<a href="#">La Musica Di Asolo Inc</a>	FL	\$450,053	Executive Director	\$28,700	<b>\$27,393</b>	2025
<a href="#">Young Artists Conservatory Of Music</a>	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	<b>\$25,960</b>	2023
<a href="#">Music At Gretna Inc</a>	PA	\$460,354	Executive Di	\$85,000	<b>\$88,400</b>	2024
<a href="#">Sam First</a>	CA	\$460,597	Executive & Artistic Director	\$35,305	<b>\$31,793</b>	2024
<a href="#">Youth Choirs Inc</a>	TX	\$460,601	President	\$128,750	<b>\$134,313</b>	2024
<a href="#">Art Of Elan</a>	CA	\$461,100	Executive Director	\$78,916	<b>\$71,066</b>	2024
<a href="#">Table Grace Ministries</a>	NE	\$448,097	Ceo & Director	\$55,474	<b>\$64,063</b>	2023
<a href="#">Phoenix Chamber Music Society</a>	AZ	\$461,745	Executive Director	\$56,375	<b>\$58,212</b>	2023
<a href="#">Iris Music Project</a>	MD	\$461,813	Executive Director	\$85,000	<b>\$85,323</b>	2023
<a href="#">Camerata Chicago Association</a>	IL	\$447,816	Executive Director	\$121,500	<b>\$124,571</b>	2024
<a href="#">Riverviewjazz Org</a>	NJ	\$462,102	Director	\$44,000	<b>\$40,970</b>	2024
<a href="#">Tamworth Music Festival</a>	VA	\$462,751	Executive Di	\$40,571	<b>\$40,853</b>	2024
<a href="#">Pacific Northwest School Of Music</a>	WA	\$463,456	Key Employee	\$61,415	<b>\$59,037</b>	2023
<a href="#">Mercury Soul Inc</a>	CA	\$463,634	Executive Dir.	\$120,000	<b>\$105,279</b>	2025
<a href="#">Jazzmobile Inc</a>	NY	\$463,679	Director	\$48,000	<b>\$46,570</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Decoda Inc</a>	NY	\$465,077	General Manager	\$40,000	<b>\$37,695</b>	2024
<a href="#">Greater Dallas Choral Society</a>	TX	\$442,475	Executive Dir.	\$34,500	<b>\$35,991</b>	2024
<a href="#">Music To Life Inc</a>	VT	\$471,212	Executive Director	\$55,000	<b>\$56,244</b>	2025
<a href="#">Common Ground On The Hill Ltd</a>	MD	\$437,457	Executive Director	\$14,960	<b>\$14,586</b>	2024
<a href="#">Liberty Bell Pops</a>	PA	\$473,306	Executive Director	\$29,740	<b>\$30,930</b>	2024
<a href="#">Tahoe School Of Music</a>	CA	\$435,812	Director	\$62,313	<b>\$56,115</b>	2024
<a href="#">Ogden Friends Of Acoustic Music-foam</a>	UT	\$434,750	Executive Dir.	\$12,000	<b>\$13,186</b>	2023
<a href="#">Music In World Cultures Inc</a>	PA	\$432,155	President And Chair Of The Board	\$14,250	<b>\$14,820</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	167 organizations. Compensation range \$588–\$190,087; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$454,835); for reference, expenses \$444,655 and assets \$55,308.
ROLE MATCH	Ronaelle S Perillo, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	11 <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 (Ronaelle S Perillo) 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 167 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,250 is reasonable (approximately the 11<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 9, 2026.