

Chamber Music Center Of New

Executive Director / CEO

EIN 465563189
 NY · NTEE A69
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Mary Jo Pagano, Executive Director / CEO** (\$71,625) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

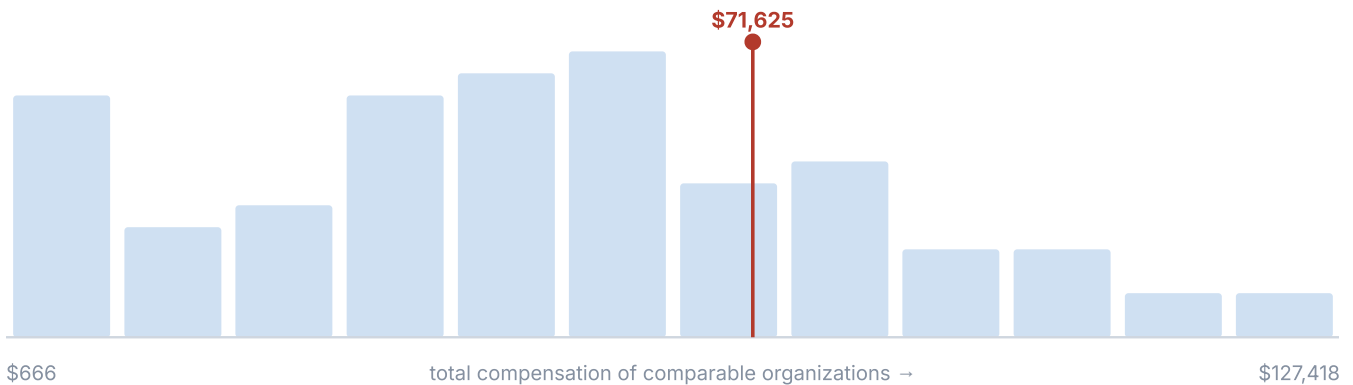
Benchmarked executive: Mary Jo Pagano — reported title “ARTISTIC DIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A69).
- BUDGET** Total revenue between \$227,211 and \$508,683 — 0.67x to 1.50x the subject's \$339,122 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,497	\$28,981	\$50,533	\$71,433	\$93,544	\$71,625
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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
Classical Kids Music Education Nfp	IL	\$338,843	President	\$104,875	\$114,101	2025
Monticello Opera House Inc	FL	\$338,277	Executive Director	\$50,417	\$55,391	2023
Longview Symphony League	TX	\$342,620	Executive Di	\$50,634	\$57,535	2024
The Hershey Symphony Orchestra	PA	\$344,049	Executive Di	\$25,000	\$27,590	2025
Mankato Symphony Orchestra Inc	MN	\$344,402	Executive Director	\$69,892	\$76,427	2025
Sheboygan Symphony Orchestra Inc	WI	\$344,700	Executive Director (Current)	\$38,231	\$45,355	2024
Elmhurst Symphony Association Inc	IL	\$333,330	Executive Director	\$45,250	\$50,533	2024
Mountain West String Academy	UT	\$345,567	Executive Dir.	\$55,503	\$62,864	2025
Riverside Symphony Inc	NY	\$346,730	President/di	\$73,525	\$77,700	2023
Orchestra Santa Monica Association	CA	\$329,123	Music Director	\$21,500	\$20,545	2025
The Capitol Symphonic Youth Orchestras Inc	VA	\$327,611	Executive Director	\$50,400	\$55,279	2024
Fredericksburg Symphony Orchestra	VA	\$351,726	Executive Di	\$25,666	\$28,981	2023
Dream Orchestra Inc	CA	\$353,195	President	\$60,000	\$60,591	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Enid Symphony Association	OK	\$354,358	Music Director/ Ceo	\$40,600	\$50,783	2024
Santa Monica Youth Orchestra	CA	\$355,404	Executive Director	\$85,378	\$83,745	2024
Juneau Symphony Inc	AK	\$358,417	Executive Di	\$68,933	\$77,073	2023
Chamber Orchestra Of New York	NY	\$364,933	Music Director	\$52,500	\$53,889	2024
The Ridgefield Symphony Orchestra Inc	CT	\$365,834	Executive Director	\$60,000	\$63,904	2024
Eureka Symphony	CA	\$366,053	Artistic Director/conductor	\$40,000	\$38,224	2025
Heartland Festival Orchestra	IL	\$366,821	Trustee	\$86,950	\$97,102	2024
Southeastern Minnesota Youth	MN	\$310,682	Executive Di	\$44,637	\$48,810	2025
Yarnwire Inc	NY	\$371,254	Executive Director	\$66,350	\$68,106	2024
Bismarck-mandan Orchestral Association	ND	\$371,459	Board Member/ Music Direct	\$64,006	\$79,788	2024
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$40,135	2024
Pueblo Symphony Association Inc	CO	\$303,796	Orch. Rep.	\$7,398	\$8,296	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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	85 organizations. Compensation range \$666–\$127,418; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$339,122); for reference, expenses \$323,306 and assets \$214,411.
ROLE MATCH	Mary Jo Pagano, reported title "ARTISTIC DIR", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	75 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	73 rd

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 (Mary Jo Pagano) 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 85 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,625 is reasonable (approximately the 75th 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.