

Envelop

Executive Director / CEO

EIN 465575314

CA · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Willits, Executive Director / CEO** (\$106,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

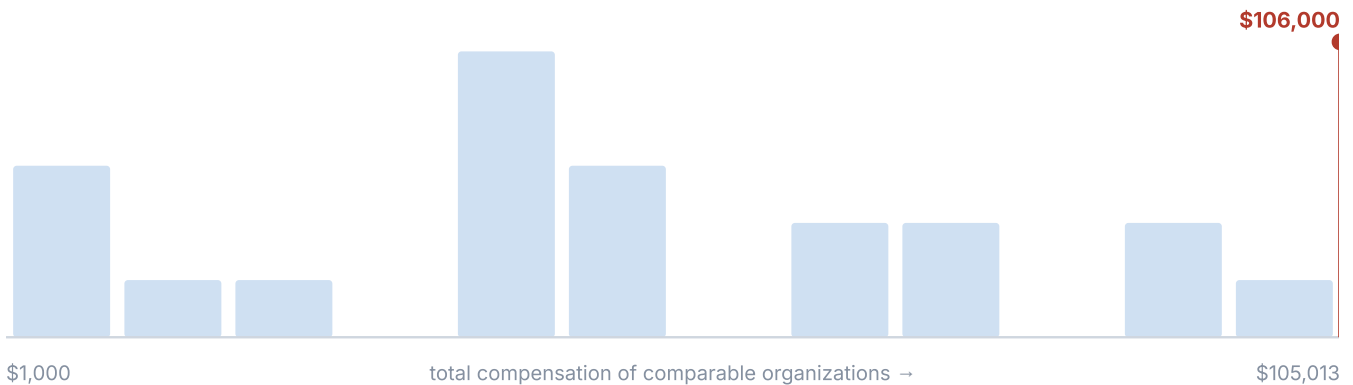
Benchmarked executive: Christopher Willits — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$179,465 and \$401,788 — 0.67x to 1.50x the subject's \$267,859 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68) + CA + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,465	\$34,976	\$44,275	\$69,425	\$88,995	\$106,000
---------	----------	----------	----------	----------	-----------



■ 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
Music City Artist Development	CA	\$267,297	Executive Director	\$6,955	\$6,955	2024
Music In Place	CA	\$258,414	Mkting Adm Off.	\$39,708	\$39,708	2024
Sweetwater Music Hall Inc	CA	\$282,170	Executive Dir.	\$68,454	\$70,476	2023
Music Heals International	CA	\$245,634	Founder/exec	\$44,550	\$44,550	2024
Los Angeles Youth Symphony Orchestra	CA	\$293,994	President And Program Director	\$102,000	\$105,013	2023
Taiko Community Alliance	CA	\$224,568	Executive Director	\$38,967	\$38,967	2024
Piano Spheres	CA	\$222,590	Executive Director	\$39,000	\$37,995	2025
Hausmann Quartet Foundation	CA	\$221,963	President	\$25,917	\$25,917	2024
United States Open Music Competition	CA	\$318,411	President	\$1,000	\$1,000	2024
Braver Players Musical Theater Foundation	CA	\$326,173	President	\$50,000	\$50,000	2024
International Horn Society	CA	\$199,373	Executive Director	\$44,000	\$44,000	2024
Music At Kohl Mansion Inc	CA	\$336,836	Exec. Dir.	\$90,417	\$93,088	2023
Sacraprofana Inc	CA	\$188,463	Director	\$2,000	\$2,059	2023
Jacarandamusic	CA	\$347,407	Artistic & E	\$48,000	\$48,000	2024
Camarada Inc	CA	\$356,020	Executive Director	\$72,750	\$70,875	2025
Take Me To The River Education	CA	\$368,685	Board Member	\$37,500	\$38,608	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chamber Music Monterey Bay	CA	\$373,584	Operations Manager	\$69,075	\$69,075	2024
Global Arts Corporation	CA	\$380,948	Ceo	\$63,009	\$63,009	2024
Little Village Foundation	CA	\$392,844	Executive Director	\$86,000	\$88,540	2023
Redtone Records	CA	\$395,896	Ed/pres/boar	\$14,230	\$14,650	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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.

■ Sample, role match & sensitivity

PEER COUNT 20 organizations. Compensation range \$1,000–\$105,013; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$267,859); for reference, expenses \$287,728 and assets \$145,671.

ROLE MATCH Christopher Willits, reported title "*Executive Dir.*", 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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	100th

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 (Christopher Willits) 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 20 similarly situated organizations (Same NTEE sector (A68) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,000 is reasonable (approximately the 100th 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.