

Musicconnects Inc

Executive Director / CEO

EIN 471483077
 MA · NTEE A68
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Mitch Gordon, Executive Director / CEO** (\$65,000) 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 91st percentile of comparable organizations

above the 90th percentile — board review recommended

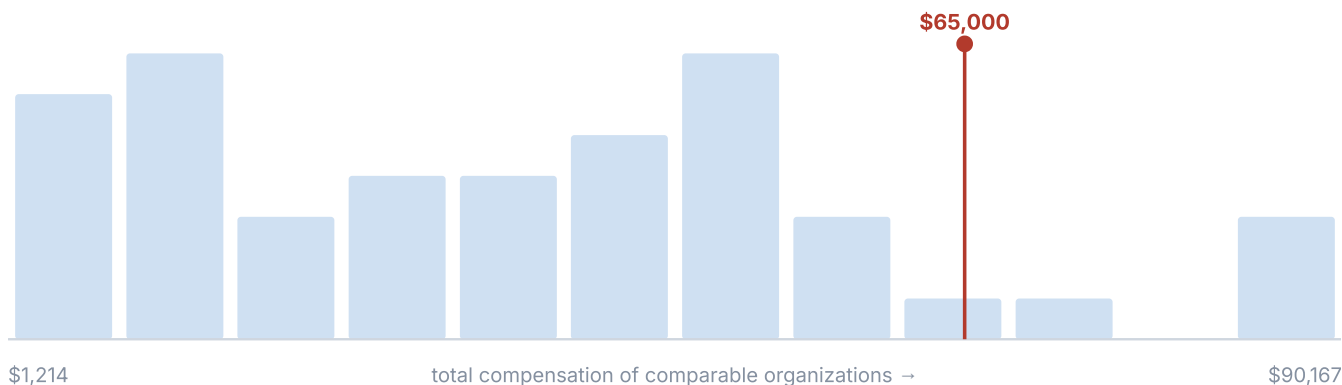
Benchmarked executive: Mitch Gordon — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$85,804 and \$192,099 — 0.67x to 1.50x the subject's \$128,066 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), 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



\$4,380	\$13,843	\$34,233	\$48,035	\$61,374	\$65,000
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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 MA 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
The Classical Saxophone Project Inc	NY	\$128,004	President	\$27,500	\$28,385	2024
Alice And Eleonore Schoenfeld	CA	\$132,945	Ceo	\$60,000	\$59,181	2024
Korea Music Foundation Inc	NY	\$132,970	President	\$3,000	\$3,188	2023
William Lewis School Of Opera	TX	\$135,149	Vice President	\$36,000	\$41,135	2024
York County Honors Choirs Inc	PA	\$137,484	Executive Director	\$26,000	\$29,617	2024
Lake County Symphony	CA	\$114,856	President	\$1,230	\$1,214	2024
International Federation For Choral Music	TX	\$113,444	Office Manager	\$36,960	\$42,231	2024
Tanner Gift Of Music Trust	UT	\$113,311	Secretary/tr	\$8,500	\$10,231	2023
Trilogy An Opera Company	NJ	\$111,031	Artisticexecutive Director	\$19,150	\$19,531	2024
Composers Now Inc	NY	\$145,117	Board Chair Artistic Director	\$34,275	\$35,378	2024
Songs Of Solomon An Inspirational Ensemble Inc	NY	\$146,131	President	\$24,412	\$25,942	2023
Da Capo Virginia	VA	\$103,840	Executive & Vivo Director/past-president	\$43,633	\$48,123	2024
Detroit Performing Artists Inc	MI	\$153,760	Executive Di	\$21,186	\$25,716	2023
Alleghany Jam	NC	\$155,028	Executive Director	\$53,791	\$61,851	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
C'est Bon Music Inc	CA	\$156,557	Ceo	\$14,300	\$14,104	2024
One Heart Beat Inc	GA	\$156,857	Co-founder & Executive Dir	\$50,000	\$57,427	2024
Seasun Theatre Artist Group	CA	\$157,161	Director	\$6,940	\$7,047	2023
Picco Music Academy Inc	CA	\$96,948	President	\$15,500	\$15,288	2024
Cleveland Rocks Past Present And Future	OH	\$159,775	Key Employee	\$15,600	\$19,431	2023
Bach Aria Soloists Inc	MO	\$160,884	Executive Artistic Director	\$58,099	\$72,367	2023
Oil Region Music Preservation Museum	PA	\$162,981	Director	\$42,000	\$47,842	2024
Arco Collaborative Inc	NY	\$93,123	President	\$39,000	\$40,255	2024
Beale Street Caravan Inc	TN	\$163,951	Exec. Dir.	\$48,750	\$60,262	2023
International Association Of Music Libraries Archives & Documentation	WI	\$164,970	Secretary General	\$2,165	\$2,582	2024
Spokane Chamber Music Association	WA	\$90,126	Marketing Director	\$11,100	\$11,352	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **44** organizations. Compensation range \$1,214–\$90,167; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$128,066); for reference, expenses \$333,820 and assets \$216,367. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mitch Gordon, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	91 st
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	91 st

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 (Mitch Gordon) 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 44 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 91st 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.