

Music Mends Minds Inc

Executive Director / CEO

EIN 471493332

CA · NTEE Z99

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **John Kander li, Executive Director / CEO** (\$98,000) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

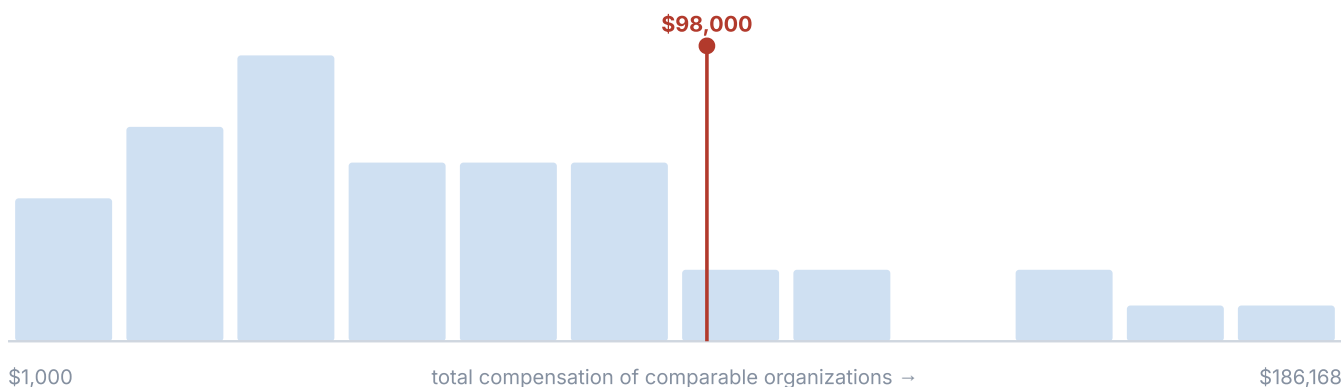
Benchmarked executive: John Kander li — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$186,268 and \$417,018 — 0.67x to 1.50x the subject's \$278,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99) + CA + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,500	\$32,623	\$58,000	\$86,331	\$111,124	\$98,000
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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 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
Storeydreams Foundation Inc	CA	\$284,256	President	\$153,377	\$157,907	2023
Garagiste Events Inc	CA	\$271,614	President	\$29,500	\$29,500	2024
Poway Valley Water Polo Club Inc	CA	\$301,640	President	\$3,749	\$3,749	2024
Padre Pio Academy	CA	\$302,702	Principal	\$20,700	\$21,311	2023
Colorado Park Housing Corporation	CA	\$306,194	President & Ceo	\$65,738	\$67,680	2023
Orange County Bar Association Charitable	CA	\$306,363	Ceo / Executive Director	\$17,519	\$17,519	2024
Danville Girls Chorus	CA	\$249,208	Artistic Dir	\$35,695	\$35,695	2024
South Coast Chorale Inc	CA	\$248,605	Executive Director	\$11,201	\$11,532	2023
Community Vitalization Council	CA	\$248,526	President	\$26,600	\$26,600	2024
Mariposa Housing Inc	CA	\$307,819	Executive Dir.	\$3,602	\$3,602	2024
Pegasus Therapeutic Riding Center	CA	\$307,891	Executive Dir.	\$93,222	\$93,222	2024
Peace Grove Inc	CA	\$244,008	President	\$43,669	\$44,959	2023
Upward Bound Study Center Inc	CA	\$241,747	Education Coordinator	\$35,382	\$36,427	2023
San Leandro Education Foundation	CA	\$317,348	Executive Director	\$75,000	\$73,067	2025
Yucaipa Swim Team Inc	CA	\$235,834	Executive Di	\$58,000	\$58,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Economic Development Corporation	CA	\$235,716	Executive Director	\$110,027	\$110,027	2024
Alliance For Education Solutions Inc	CA	\$232,064	Executive Director	\$32,500	\$33,460	2023
Stanislaus Partners In Education	CA	\$231,523	Executive Director	\$50,610	\$50,610	2024
The Foundation Of The American	CA	\$226,662	Executive Director	\$32,726	\$32,726	2024
Bay Area Psychotherapy Training	CA	\$337,616	Executive Di	\$54,600	\$56,213	2023
Health Career Collaborative Inc	CA	\$217,900	Ceo	\$186,168	\$186,168	2024
Earth Images Foundation	CA	\$216,823	President And Video Producer	\$58,387	\$58,387	2024
Big Sister League Residency Inc	CA	\$340,583	Executive Dir.	\$35,490	\$36,538	2023
Zen Hospice Project	CA	\$341,218	Executive Dir.	\$143,380	\$143,380	2024
Compasspoint Mentorship	CA	\$345,937	Executive Director	\$70,000	\$72,068	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 **41** organizations. Compensation range \$1,000–\$186,168; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$278,012); for reference, expenses \$293,587 and assets \$225,438.
ROLE MATCH	John Kander li, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	85 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	68 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 (John Kander li) 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 41 similarly situated organizations (Same NTEE sector (Z99) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,000 is reasonable (approximately the 85th 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.