

Northwest Choir Resources

Executive Director / CEO

EIN 473427876
 WA · NTEE A6B
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Charbonneau, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **51** 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: Stephanie Charbonneau — reported title “Secretary and Artistic Director”, 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 (A6B).
- BUDGET** Total revenue between \$142,586 and \$319,224 — 0.67x to 1.50x the subject's \$212,816 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation





■ 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 WA 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
Rogue World Music	OR	\$213,377	Executive Director	\$46,000	\$47,713	2024
Carolina Master Chorale Inc	SC	\$210,799	Executive Director	\$17,005	\$19,304	2025
Magnum Chorum	MN	\$215,490	Executive Director	\$18,000	\$20,453	2023
Pacific International Choral	OR	\$209,346	Artistic/exe	\$21,000	\$22,425	2023
The Lira Ensemble	IL	\$216,384	Artistic Director Gm	\$4,000	\$4,279	2025
Youth Chorus Of Kansas City Inc	MO	\$217,944	Executive Officer	\$36,000	\$41,490	2025
The Bach Chorale Singers Inc	IN	\$206,377	Managing Dir	\$24,748	\$30,011	2023
Bucks County Choral Society	PA	\$219,753	Ex Officio	\$36,000	\$40,098	2024
Classical Chorus Of Abilene	TX	\$203,831	Executive Dir	\$43,116	\$49,596	2023
Cantores In Ecclesia	OR	\$200,876	Officer: Choir Music Director <1099-nec>	\$24,000	\$24,894	2024
The Mississippi Mass Choir Ministries Inc	MS	\$226,110	President	\$14,000	\$17,416	2024
Orlando Gay Chorus Inc	FL	\$199,468	Treasurer	\$6,500	\$6,644	2025
Youth Chorale Of Central Minnesota	MN	\$198,106	Executive Director	\$40,000	\$44,146	2024
Kidsingers	CA	\$196,337	Executive Dir.	\$67,275	\$63,213	2025
Threshold Choir	CA	\$231,258	Executive Dir.	\$69,949	\$69,457	2023
Heartland Youth Choir	IA	\$231,728	Former Artistic Director	\$31,790	\$38,878	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orpheus Male Chorus Of Phoenix	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	\$53,573	2024
Oberlin Choristers	OH	\$186,552	Artist Director	\$22,167	\$25,548	2025
Giving Voice Initiative	MN	\$185,861	Executive Director	\$59,189	\$67,254	2023
Chattanooga Boys Choir	TN	\$243,379	Finance Director	\$42,292	\$48,373	2025
Bach Cantata Choir	OR	\$243,472	President & Artistic Director	\$5,000	\$5,186	2024
Appleton Boychoir Inc	WI	\$174,656	Artistic Director	\$17,500	\$21,017	2023
Peninsula Cantare A California Nonprofit Benefit Corporation	CA	\$257,317	Artistic Director	\$64,008	\$61,734	2024
Baltimore Childrens Choir Inc	MD	\$257,972	Artistic Director	\$16,818	\$17,109	2025
James Toland Vocal Arts	CA	\$261,470	Executive Dir.	\$45,000	\$43,401	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	51 organizations. Compensation range \$1,723–\$90,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$212,816); for reference, expenses \$173,256 and assets \$70,811.
ROLE MATCH	Stephanie Charbonneau, reported title <i>"Secretary and Artistic Director"</i> , 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	100 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 (Stephanie Charbonneau) 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 51 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 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.