

Baltimore Chamber Orchestra Inc

Executive Director / CEO

EIN 521356846
 MD · NTEE A69Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Newman, Executive Director / CEO** (\$42,481) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

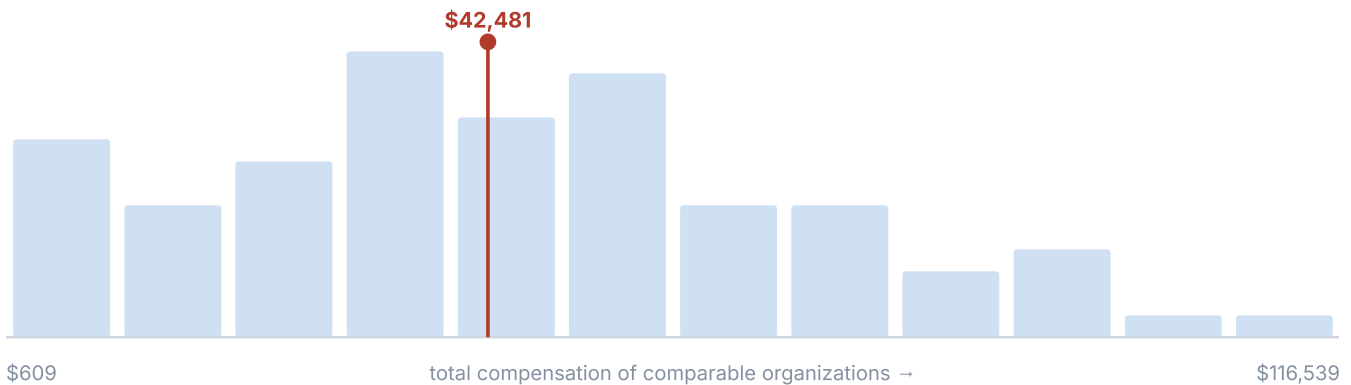
Benchmarked executive: Benjamin Newman — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69Z).
BUDGET	Total revenue between \$192,106 and \$430,089 — 0.67x to 1.50x the subject's \$286,726 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,335	\$25,107	\$43,011	\$61,329	\$82,361	\$42,481
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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 MD 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
Bluewater Chamber Orchestra	OH	\$288,511	Artistic Director	\$29,000	\$31,911	2024
Community Youth Orchestra Of Bucks Count	PA	\$284,815	Executive Dir.	\$50,500	\$53,867	2023
Anderson Symphony Orchestra Assoc	IN	\$283,201	Executive Director	\$54,124	\$61,051	2023
Pioneer Valley Symphony Inc	MA	\$275,255	Executive Director	\$38,750	\$37,246	2023
Corvallis Youth Symphony Assoc	OR	\$299,505	Executive Director	\$57,440	\$57,056	2023
Vivo Youth Orchestras	CA	\$300,586	President/executive Director	\$88,200	\$81,464	2023
Minot Symphony Association Inc	ND	\$271,643	Executive Director	\$55,200	\$62,935	2024
Pueblo Symphony Association Inc	CO	\$303,796	Orch. Rep.	\$7,398	\$7,588	2023
Lyra	MN	\$267,342	Players Representative	\$2,000	\$2,054	2024
Catskill Symphony Orchestra	NY	\$266,367	Executive Dir.	\$35,000	\$32,859	2024
Jacksonville Symphony Society	IL	\$263,856	Executive Director	\$6,070	\$6,200	2024
Southeastern Minnesota Youth	MN	\$310,682	Executive Di	\$44,637	\$44,643	2025
Ashland Symphony Orchestra	OH	\$262,008	Executive Di	\$44,582	\$49,058	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Charleston Pops	SC	\$260,852	Executive Dir.	\$16,667	\$18,598	2023
Kennett Symphony Of Chester County	PA	\$254,669	Music Direct	\$29,154	\$31,098	2023
Lake Washington Symphony Orche	WA	\$253,894	President	\$5,000	\$4,651	2024
Bemidji Symphony Orchestra	MN	\$249,976	Executive Di	\$43,728	\$43,734	2025
Oregon East Symphony	OR	\$248,785	President	\$900	\$868	2024
Douglas County Youth Orchestra Inc	CO	\$246,704	Director	\$44,136	\$42,836	2025
Black Hills Symphony Orchestra Society	SD	\$246,108	Executive Director	\$33,099	\$36,974	2025
The Capitol Symphonic Youth Orchestras Inc	VA	\$327,611	Executive Director	\$50,400	\$50,558	2024
Arapahoe Philharmonic Inc	CO	\$245,061	Executive Di	\$73,163	\$75,039	2023
Orchestra Santa Monica Association	CA	\$329,123	Music Director	\$21,500	\$18,791	2025
Chamber Music Oc	CA	\$243,060	Executive Dir.	\$10,580	\$9,772	2023
Elmhurst Symphony Association Inc	IL	\$333,330	Executive Director	\$45,250	\$46,218	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2023 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 MD 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	79 organizations. Compensation range \$609–\$116,539; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$286,726); for reference, expenses \$436,793 and assets \$60,484. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Benjamin Newman, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	48 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	47 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 (Benjamin Newman) 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 79 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,481 is reasonable (approximately the 48th 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.