

Baltimore Classical Guitar Society Inc

Executive Director / CEO

EIN 521541578

MD · NTEE A680

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Asgerdur Sigurdardottir, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

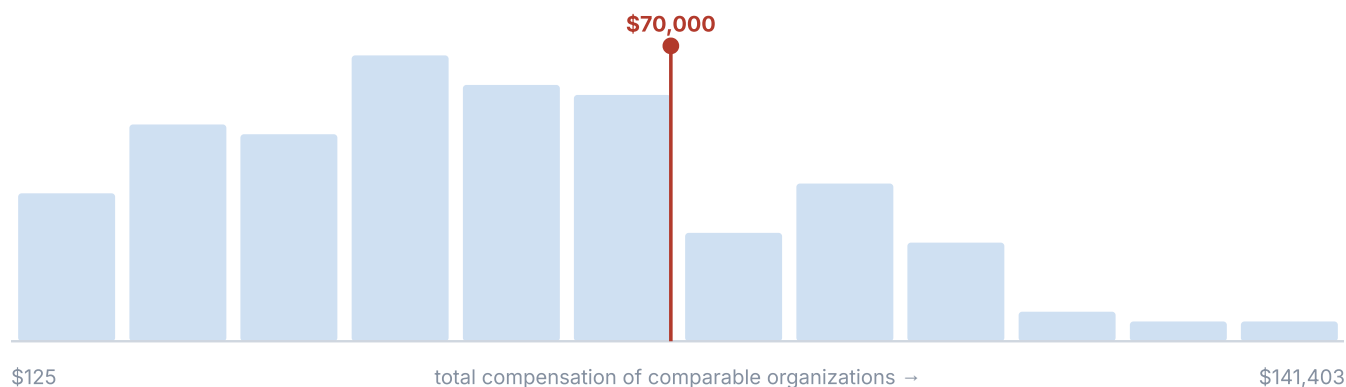
Benchmarked executive: Asgerdur Sigurdardottir — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A680).
BUDGET	Total revenue between \$205,791 and \$460,726 — 0.67x to 1.50x the subject's \$307,151 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography → **182** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,671	\$29,084	\$48,651	\$68,417	\$93,066	\$70,000
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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 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
Colajazz Foundation	SC	\$306,593	Director	\$45,000	\$53,066	2023
Southwood Band Booster Club	LA	\$305,948	Director	\$5,310	\$6,419	2024
Sarasota Music Conservatory Inc	FL	\$305,622	Director (Appt. 2/24)	\$600	\$619	2024
Backcountry Concerts Inc	CT	\$304,276	Artistic Direct	\$54,000	\$57,231	2023
Idaho Music Educators Association Inc	ID	\$311,720	Executive Director (Non-voting)	\$21,000	\$24,528	2024
City Strings United Inc	MA	\$301,126	President	\$72,220	\$73,357	2023
Baton Rouge Blues Festival & Foundation	LA	\$313,533	Executive Director	\$72,000	\$87,046	2024
Twin Cities Catalyst Music Inc	MN	\$298,787	Executive Director	\$45,866	\$51,228	2023
Keys Corp	NY	\$316,049	Executive Director	\$43,378	\$44,307	2023
Utah Chamber Artists	UT	\$297,112	Executive Direc	\$31,500	\$36,442	2023
Bravo Waukegan	IL	\$296,493	Executive Director (Terminated)	\$6,058	\$6,539	2024
Rain City Rock Camp For Girls	WA	\$317,881	Executive Dir.	\$76,489	\$75,187	2024
United States Open Music Competition	CA	\$318,411	President	\$1,000	\$948	2024
Music In The Somerset Hills Inc	NJ	\$318,720	Artistic Director	\$65,141	\$63,856	2024
Thingy	NY	\$294,182	Podcast Director	\$70,000	\$67,658	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Los Angeles Youth Symphony Orchestra	CA	\$293,994	President And Program Director	\$102,000	\$99,558	2023
American Traditions Vocal	GA	\$293,192	Executive Di	\$67,492	\$72,587	2025
Market Square Concerts	PA	\$321,305	Co-director	\$32,000	\$34,133	2025
Chamber Music Raleigh Inc	NC	\$292,644	Executive Director	\$36,000	\$40,841	2024
Dal Niente New Music Nfp	IL	\$292,067	Executive Director	\$49,996	\$53,965	2024
Master Musicians Festival Inc	KY	\$323,246	Executive Di	\$54,799	\$64,640	2024
Cellobello Inc	MA	\$323,408	Executive Director	\$101,952	\$100,587	2024
Moravian Music Foundation	NC	\$290,125	Executive Di	\$80,698	\$91,548	2024
The Music Education Group Inc	GA	\$289,733	Executive Director	\$48,000	\$52,989	2024
Boulder Chorale	CO	\$289,212	Artistic Director, Adult Choirs	\$28,807	\$30,327	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 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 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 182 organizations. Compensation range \$125–\$141,403; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$307,151); for reference, expenses \$181,085 and assets \$819,753. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Asgerdur Sigurdardottir, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers 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	75 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	75 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 (Asgerdur Sigurdardottir) 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 182 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 75th 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.