

Maryland Conservatory Of Music Inc

Executive Director / CEO

EIN 522343016
 MD · NTEE A6E
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Daniel Thompson, Executive Director / CEO** (\$74,268) against **every comparable organization** that fit the selection criteria — **333** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Daniel Thompson — reported title “PRESIDENT AND 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 (A6E).
BUDGET	Total revenue between \$46,372 and \$103,818 — 0.67x to 1.50x the subject's \$69,212 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

333 organizations qualified on sector, size, and geography → **333** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,521	\$8,491	\$18,772	\$34,881	\$51,766	\$74,268
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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
Echo Park Film Center	CA	\$69,228	Executive Director	\$45,090	\$40,451	2024
Towne Street Theatre	CA	\$69,090	Secretary	\$10,000	\$8,971	2024
Queens World Film Initiative Inc	NY	\$69,060	Co-founder & Artistic Director	\$2,880	\$2,634	2025
Valley Art Association	OR	\$69,007	Exec. Director	\$27,720	\$26,056	2025
Link Art Gallery	IL	\$68,968	Executive Di	\$17,583	\$17,960	2024
East Austin Creative Coalition Inc	TX	\$69,524	Executive Director	\$17,545	\$18,772	2023
North Myrtle Beach Area Historical	SC	\$69,735	Director	\$47,000	\$49,629	2025
Historic Windsor Inc	VT	\$69,919	Exec.director	\$50,262	\$52,560	2024
Friends Of Col Ben Stephenson House	IL	\$68,398	Museum Director	\$44,318	\$46,603	2023
Missouri Veterinary Medical	MO	\$70,046	Executive Di	\$3,473	\$3,821	2024
Belmar Arts Council Inc	NJ	\$70,101	Administrator	\$14,580	\$13,525	2024
Casoe Inc	MI	\$68,300	Ceostore Manager	\$24,000	\$27,583	2022
Move The World	CA	\$68,220	President & Ceo	\$30,550	\$26,701	2025
Promoting Wellness Foundation	MI	\$70,229	Treasurer/se	\$20,000	\$21,447	2024
Canto Vocal Programs A New York Nonprofit Corporation	NY	\$70,305	Ceo	\$800	\$751	2024
Arpi Publishing	CA	\$68,026	Trustee	\$8,000	\$7,389	2023
Ardmore Little Theatre Inc	OK	\$70,420	Office Staff	\$15,631	\$18,410	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heath Community Arts Council	OH	\$67,989	Executive Di	\$40,000	\$45,316	2023
Faribault Community Television	MN	\$67,798	Station Mngr	\$47,508	\$48,771	2024
Center For Changes	MI	\$67,764	President	\$33,600	\$37,096	2023
Russian Chamber Art Society	VA	\$70,860	Treasurer, Director	\$3,500	\$3,615	2023
Manatee Concert Band Inc	FL	\$70,972	Music Direct	\$8,900	\$8,687	2024
Monadnock Chorus	NH	\$67,449	Artistic Director	\$12,300	\$11,800	2024
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$16,797	2023
Peacepathways	MO	\$67,313	Executive Di	\$74,596	\$82,085	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	333 organizations. Compensation range \$1–\$463,127; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$69,212); for reference, expenses \$109,066 and assets \$63,149. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Daniel Thompson, reported title " <i>PRESIDENT AND EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	88 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 (Daniel Thompson) 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 333 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,268 is reasonable (approximately the 96th 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.