

The Hendersonville Symphony

Executive Director / CEO

EIN 561063207
 NC · NTEE A69Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Paul Conroy, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

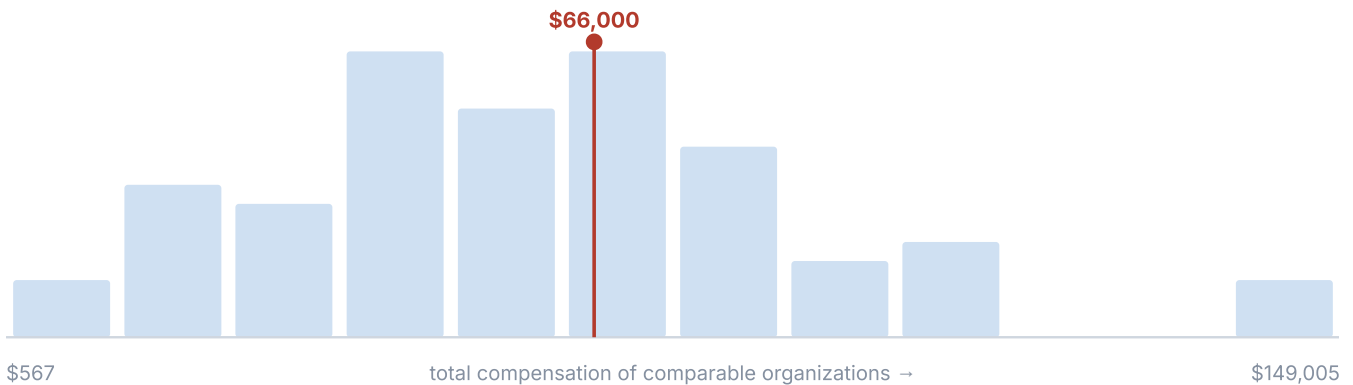
Benchmarked executive: Paul Conroy — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

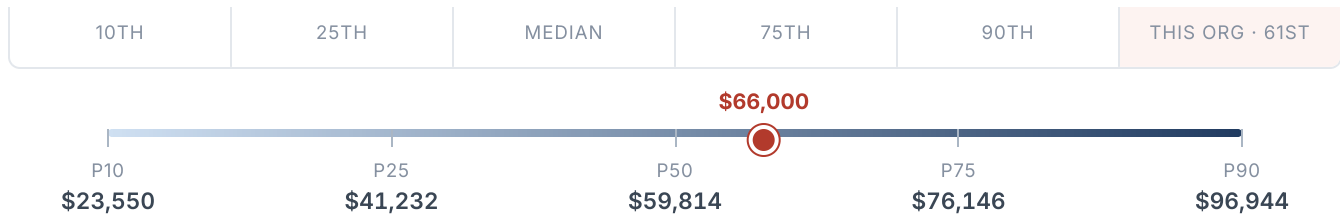
SECTOR	Organizations sharing the subject's NTEE classification (A69Z).
BUDGET	Total revenue between \$326,170 and \$730,231 — 0.67x to 1.50x the subject's \$486,821 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,550	\$41,232	\$59,814	\$76,146	\$96,944	\$66,000
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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 NC 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
Johns Creek Symphony Orchestra	GA	\$475,812	President	\$3,448	\$3,355	2024
Inside The Orchestra	CO	\$500,639	Exec Director	\$115,544	\$107,226	2024
Corning Elmira Musical Arts Inc	NY	\$471,515	Executive Dir.	\$72,643	\$61,892	2025
Bremerton Symphony Association	WA	\$471,172	Music Direct	\$68,055	\$58,968	2024
Journey Arts	PA	\$471,130	Exec Directo	\$71,807	\$67,517	2025
Tulsa Youth Symphony	OK	\$470,992	Executive Di	\$28,500	\$31,269	2023
Street Symphony Project Inc	CA	\$502,791	Ceo	\$113,108	\$94,525	2024
Philadelphia Sinfonia Association	PA	\$469,445	Executive Di	\$61,250	\$60,860	2023
Cayuga Chamber Orchestra Inc	NY	\$467,713	Executive Director	\$56,860	\$49,726	2024
Florida Orchestra Association Inc	FL	\$506,095	Executive Director	\$43,400	\$40,624	2023
Academy Of Music Of The Paderewski Symphony Orchestra	IL	\$514,194	Bundyra	\$36,388	\$34,622	2024
National Symphony Orch Assn Of Washington Dc	DC	\$455,325	Executive Director	\$8,827	\$7,497	2024
Orchestra Miami Inc	FL	\$452,261	Artistic/exec D	\$18,000	\$16,365	2024
Aiken Symphony Orchestra	SC	\$446,451	Executive Director	\$37,156	\$36,548	2025
Student Orchestras Of Greater Olympia	WA	\$529,426	Executive Director	\$39,813	\$34,497	2024
Laporte County Symphony Orchestra	IN	\$531,579	Executive Di	\$60,900	\$60,553	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Huntington Symphony Orchestra	WV	\$437,997	Executive Di	\$47,500	\$49,774	2024
Lagrange Symphony Orchestra Inc	GA	\$437,714	Executive Di	\$60,000	\$58,387	2024
Tuscaloosa Symphony Association Inc	AL	\$432,019	Executive Director	\$69,652	\$74,976	2023
Citymusic Cleveland Inc	OH	\$430,152	Executive Director	\$75,000	\$79,150	2023
Las Colinas Symphony Orchestra	TX	\$544,025	Education Director	\$47,916	\$45,192	2025
Bridge Leadership Academy	MO	\$426,622	Ceo	\$83,667	\$88,296	2023
Oregon Symphony Association In Salem	OR	\$424,281	President	\$24,474	\$22,646	2023
Great Lakes Chamber Orchestra	MI	\$555,642	Executive Director	\$64,583	\$64,514	2024
Black Pearl Chamber Orchestra Inc	PA	\$415,379	President	\$112,482	\$108,560	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 82 organizations. Compensation range \$567–\$149,005; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$486,821); for reference, expenses \$364,964 and assets \$654,703.

ROLE MATCH Paul Conroy, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	61 st
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	59 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 (Paul Conroy) 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 82 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 61st 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.