

# Corpsvets Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Russell Thompson, Executive Director / CEO** (\$16,196) against **every comparable organization** that fit the selection criteria — **178** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

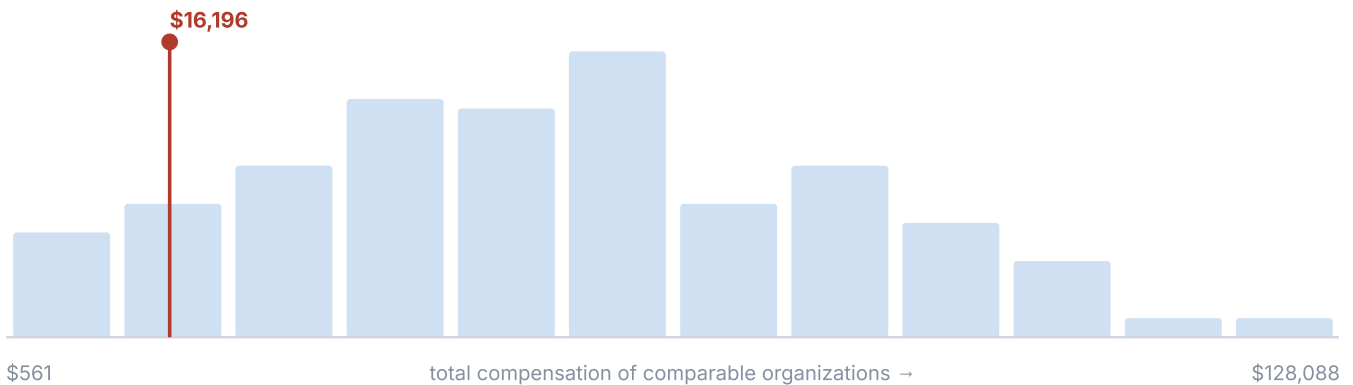
**Benchmarked executive:** Russell Thompson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$251,966 and \$564,103 — 0.67x to 1.50x the subject's \$376,069 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**178** organizations qualified on sector, size, and geography → **178** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,066	\$33,047	\$53,494	\$73,126	\$89,964	\$16,196
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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 GA 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
<a href="#">Girls Rock Dc Inc</a>	DC	\$375,969	Executive Director	\$61,270	<b>\$53,473</b>	2024
<a href="#">Friends Of The Orchestra</a>	CO	\$374,591	Executive Dir.	\$29,345	<b>\$27,985</b>	2024
<a href="#">Chamber Music Monterey Bay</a>	CA	\$373,584	Operations Manager	\$69,075	<b>\$59,321</b>	2024
<a href="#">Fontana Chamber Arts</a>	MI	\$371,972	Director	\$53,523	<b>\$53,527</b>	2025
<a href="#">Global Arts Corporation</a>	CA	\$380,948	Ceo	\$63,009	<b>\$54,112</b>	2024
<a href="#">Free Guitars 4 Kids</a>	MN	\$369,229	Executive Director	\$112,198	<b>\$113,516</b>	2023
<a href="#">Third Angle New Music Ensemble</a>	OR	\$368,972	Executive Director	\$65,740	<b>\$60,717</b>	2024
<a href="#">Take Me To The River Education</a>	CA	\$368,685	Board Member	\$37,500	<b>\$33,156</b>	2023
<a href="#">Aiken Music Festival</a>	SC	\$383,906	Executive Di	\$75,000	<b>\$77,817</b>	2024
<a href="#">Lake Champlain Chamber Music Festival I</a>	VT	\$367,354	Executive Director	\$70,000	<b>\$72,143</b>	2023
<a href="#">Summit Choral Society Inc</a>	OH	\$385,171	Executive Dir.	\$80,720	<b>\$85,029</b>	2024
<a href="#">Newberry Consort Nfp</a>	IL	\$365,908	Executive Director	\$6,235	<b>\$6,096</b>	2024
<a href="#">American Choral Directors Association Of</a>	MN	\$386,926	Executive Director	\$98,504	<b>\$94,307</b>	2025
<a href="#">Columbia Music Festival Association</a>	SC	\$388,941	Exec Director	\$81,250	<b>\$84,301</b>	2024
<a href="#">Ted Brown Music Outreach</a>	WA	\$389,619	Executive Director	\$36,723	<b>\$32,699</b>	2024
<a href="#">Juneau Jazz &amp; Classics</a>	AK	\$390,873	Executive Di	\$73,253	<b>\$71,709</b>	2023
<a href="#">Little Village Foundation</a>	CA	\$392,844	Executive Director	\$86,000	<b>\$76,037</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Porchfest Dc</a>	DC	\$394,155	Co-executive Director	\$32,092	<b>\$28,835</b>	2023
<a href="#">Music In Common Inc</a>	GA	\$395,049	Executive Dir.	\$60,000	<b>\$60,000</b>	2024
<a href="#">We Make Noise Inc</a>	AZ	\$395,290	President	\$52,285	<b>\$50,009</b>	2024
<a href="#">Redtone Records</a>	CA	\$395,896	Ed/pres/boar	\$14,230	<b>\$12,581</b>	2023
<a href="#">Camarada Inc</a>	CA	\$356,020	Executive Director	\$72,750	<b>\$60,867</b>	2025
<a href="#">Bach Concert Series Inc</a>	MD	\$397,487	Music Director	\$40,300	<b>\$37,471</b>	2024
<a href="#">Choral Masterworks Festival Inc</a>	FL	\$397,541	Executive Director	\$59,815	<b>\$54,444</b>	2025
<a href="#">One Voice Mission</a>	CO	\$354,410	Executive Di	\$67,200	<b>\$64,085</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	178 organizations. Compensation range \$561–\$128,088; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$376,069); for reference, expenses \$305,099 and assets \$86,242.
ROLE MATCH	Russell Thompson, reported title " <i>Executive Director</i> ", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	11 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</sup>

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 (Russell 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 178 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,196 is reasonable (approximately the 11<sup>th</sup> 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.