

Bach Cantata Choir

Executive Director / CEO

EIN 593831188

OR · NTEE A6B

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ralph Nelson, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

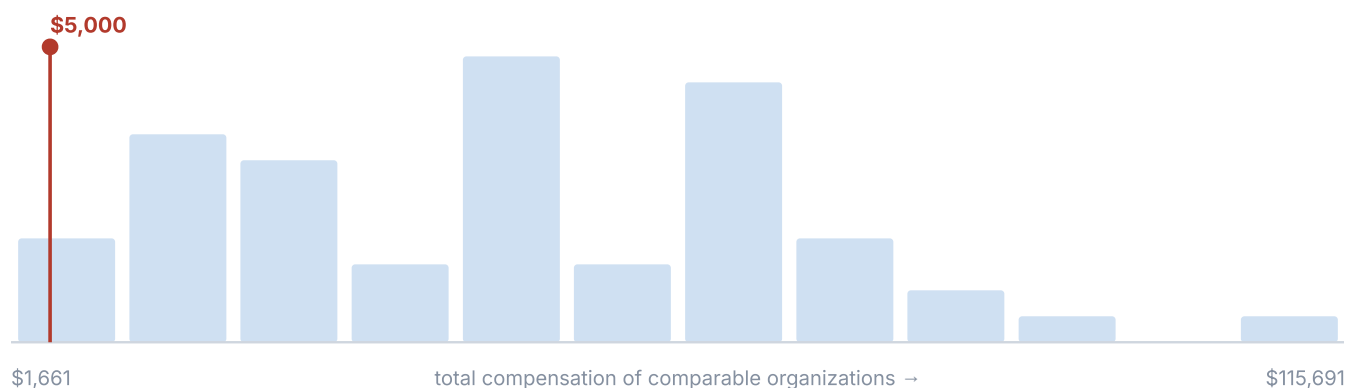
Benchmarked executive: Ralph Nelson — reported title “President & Artistic Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6B).
BUDGET	Total revenue between \$163,126 and \$365,208 — 0.67x to 1.50x the subject's \$243,472 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,583

\$24,128

\$44,517

\$63,864

\$73,776

\$5,000

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 4TH
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\$5,000



■ 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 OR 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
Chattanooga Boys Choir	TN	\$243,379	Finance Director	\$42,292	\$46,636	2025
Orpheus Male Chorus Of Phoenix	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	\$51,649	2024
Heartland Youth Choir	IA	\$231,728	Former Artistic Director	\$31,790	\$37,482	2024
Threshold Choir	CA	\$231,258	Executive Dir.	\$69,949	\$66,962	2023
Peninsula Cantare A California Nonprofit Benefit Corporation	CA	\$257,317	Artistic Director	\$64,008	\$59,517	2024
Baltimore Childrens Choir Inc	MD	\$257,972	Artistic Director	\$16,818	\$16,494	2025
The Mississippi Mass Choir Ministries Inc	MS	\$226,110	President	\$14,000	\$16,790	2024
James Toland Vocal Arts	CA	\$261,470	Executive Dir.	\$45,000	\$41,843	2024
Yale Alumni Chorus Foundation Inc	CT	\$262,203	Admin. Director	\$66,589	\$67,231	2024
Golden Gate Boys Choir	CA	\$264,289	Artistic Director	\$26,000	\$24,890	2023
Saginaw Choral Society Inc	MI	\$266,006	Executive Di	\$50,000	\$55,573	2024
Bucks County Choral Society	PA	\$219,753	Ex Officio	\$36,000	\$38,658	2024
Youth Chorus Of Kansas City Inc	MO	\$217,944	Executive Officer	\$36,000	\$40,000	2025
The Lira Ensemble	IL	\$216,384	Artistic Director Gm	\$4,000	\$4,126	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Magnum Chorum	MN	\$215,490	Executive Director	\$18,000	\$19,719	2023
Rogue World Music	OR	\$213,377	Executive Director	\$46,000	\$46,000	2024
Northwest Choir Resources	WA	\$212,816	Secretary And Artistic Director	\$120,000	\$115,691	2024
Pittsburgh Youth Chorus	PA	\$275,725	Executive Dir.	\$65,958	\$70,829	2024
Carolina Master Chorale Inc	SC	\$210,799	Executive Director	\$17,005	\$18,611	2025
Pacific International Choral	OR	\$209,346	Artistic/exe	\$21,000	\$21,620	2023
Lake Superior Youth Chorus Inc	MN	\$278,979	Choir Coordinator	\$19,231	\$19,934	2025
The Bach Chorale Singers Inc	IN	\$206,377	Managing Dir	\$24,748	\$28,933	2023
Chandler Childrens Choir Inc	AZ	\$281,311	Executive/artistic Director	\$30,417	\$31,500	2024
Singers Minnesota Choral Artists	MN	\$282,513	Exec And Artistic Director	\$71,902	\$74,534	2025
Classical Chorus Of Abilene	TX	\$203,831	Executive Dir	\$43,116	\$47,815	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **54** organizations. Compensation range \$1,661–\$115,691; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$243,472); for reference, expenses \$239,709 and assets \$64,157.

ROLE MATCH Ralph Nelson, reported title "*President & Artistic Director*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Ralph Nelson) 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 54 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 4th 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.