

Tuscaloosa Symphony Association Inc

Executive Director / CEO

EIN 630835546

AL · NTEE A69Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Natassia Perrine, Executive Director / CEO** (\$69,652) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Natassia Perrine — 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 (A69Z).

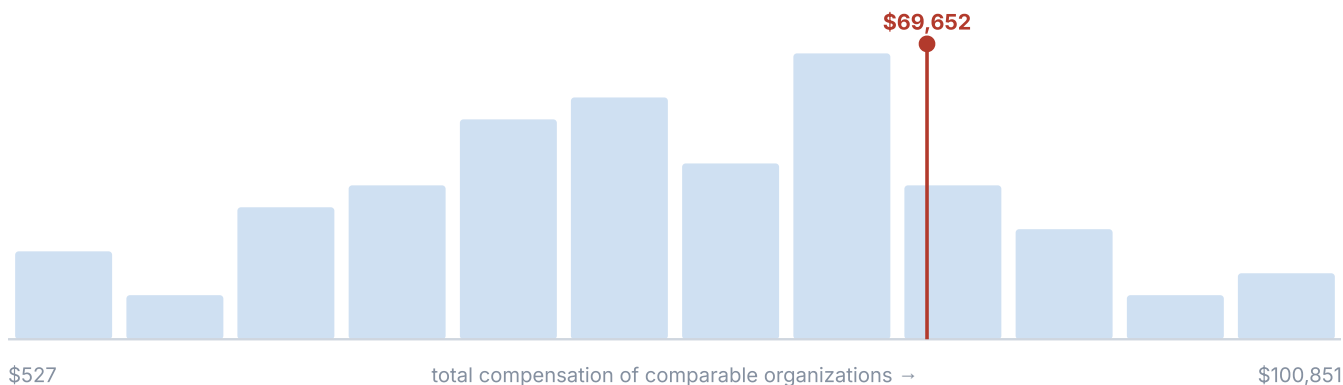
BUDGET Total revenue between \$289,452 and \$648,028 — 0.67x to 1.50x the subject's \$432,019 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography

→ **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,724

\$36,229

\$50,169

\$63,791

\$78,507

\$69,652



● 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 AL 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
Citymusic Cleveland Inc	OH	\$430,152	Executive Director	\$75,000	\$73,529	2023
Bridge Leadership Academy	MO	\$426,622	Ceo	\$83,667	\$82,026	2023
Lagrange Symphony Orchestra Inc	GA	\$437,714	Executive Di	\$60,000	\$54,241	2024
Huntington Symphony Orchestra	WV	\$437,997	Executive Di	\$47,500	\$46,240	2024
Oregon Symphony Association In Salem	OR	\$424,281	President	\$24,474	\$21,038	2023
Aiken Symphony Orchestra	SC	\$446,451	Executive Director	\$37,156	\$33,953	2025
Black Pearl Chamber Orchestra Inc	PA	\$415,379	President	\$112,482	\$100,851	2024
The Orchestra & Community Choral	NV	\$414,291	Executiveartistic Director	\$82,532	\$74,379	2024
Orchestra Miami Inc	FL	\$452,261	Artistic/exec D	\$18,000	\$15,203	2024
Idaho State Civic Symphony	ID	\$409,838	Executive Di	\$551	\$527	2024
National Symphony Orch Assn Of Washington Dc	DC	\$455,325	Executive Director	\$8,827	\$6,964	2024
The Discovery Orchestra Inc	NJ	\$408,264	Executive Director	\$99,157	\$77,545	2025
New England Symphonic Ensemble Inc	MD	\$407,567	President	\$23,100	\$19,990	2023
Skagit Symphony	WA	\$398,201	Executive Director	\$50,589	\$40,722	2024
Cayuga Chamber Orchestra Inc	NY	\$467,713	Executive Director	\$56,860	\$46,195	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Philadelphia Sinfonia Association	PA	\$469,445	Executive Di	\$61,250	\$56,538	2023
Westchester Philharmonic Inc	NY	\$394,271	Executive & Artistic Director	\$96,544	\$80,752	2023
Tulsa Youth Symphony	OK	\$470,992	Executive Di	\$28,500	\$29,049	2023
Journey Arts	PA	\$471,130	Exec Directo	\$71,807	\$62,722	2025
Bremerton Symphony Association	WA	\$471,172	Music Direct	\$68,055	\$54,781	2024
Corning Elmira Musical Arts Inc	NY	\$471,515	Executive Dir.	\$72,643	\$57,496	2025
Carolina Youth Symphony	SC	\$392,246	Executive Dir.	\$28,119	\$27,154	2023
Johns Creek Symphony Orchestra	GA	\$475,812	President	\$3,448	\$3,117	2024
Southwest Michigan Symphony Orchestra	MI	\$378,879	Executive Director	\$38,958	\$37,221	2023
The Hendersonville Symphony	NC	\$486,821	Executive Di	\$66,000	\$61,313	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 78 organizations. Compensation range \$527–\$100,851; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$432,019); for reference, expenses \$512,374 and assets \$106,889.

ROLE MATCH Natassia Perrine, reported title "*EXECUTIVE DIRECTOR*", 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	82 nd
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	79 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 (Natassia Perrine) 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 78 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,652 is reasonable (approximately the 82nd 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.