

Youth Choirs Inc

Executive Director / CEO

EIN 721173754

TX · NTEE A68Z

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Randolph P Edwards, Executive Director / CEO** (\$128,750) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Randolph P Edwards — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A68Z).

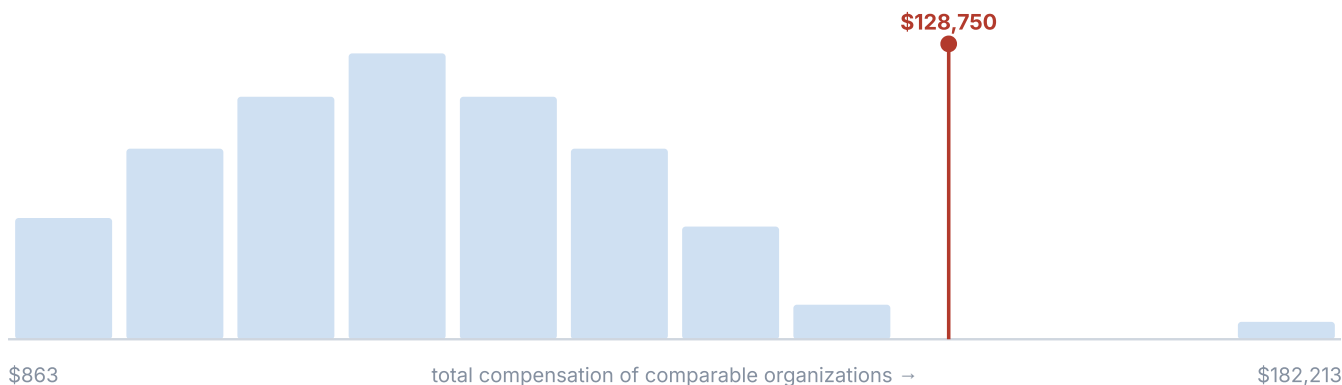
BUDGET Total revenue between \$308,602 and \$690,901 — 0.67x to 1.50x the subject's \$460,601 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography

→ **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,251

\$35,695

\$56,574

\$76,259

\$93,237

\$128,750



● 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 TX 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
Sam First	CA	\$460,597	Executive & Artistic Director	\$35,305	\$30,476	2024
Music At Gretna Inc	PA	\$460,354	Executive Di	\$85,000	\$84,738	2024
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$68,123	2024
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$24,884	2023
Phoenix Chamber Music Society	AZ	\$461,745	Executive Director	\$56,375	\$55,801	2023
Iris Music Project	MD	\$461,813	Executive Director	\$85,000	\$81,789	2023
Riverviewjazz Org	NJ	\$462,102	Director	\$44,000	\$39,273	2024
Tamworth Music Festival	VA	\$462,751	Executive Di	\$40,571	\$39,161	2024
Pacific Northwest School Of Music	WA	\$463,456	Key Employee	\$61,415	\$56,592	2023
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$100,918	2025
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$44,642	2023
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$36,134	2024
I Am Music Inc	CO	\$454,835	Executive Dir.	\$17,250	\$16,536	2024
Femme House	NY	\$452,396	President	\$53,600	\$48,419	2024
The Early Music Guild Of Seattle	WA	\$451,123	Executive Director	\$62,882	\$57,943	2023
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$26,258	2025
Music To Life Inc	VT	\$471,212	Executive Director	\$55,000	\$53,915	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Table Grace Ministries	NE	\$448,097	Ceo & Director	\$55,474	\$61,409	2023
Liberty Bell Pops	PA	\$473,306	Executive Director	\$29,740	\$29,648	2024
Camerata Chicago Association	IL	\$447,816	Executive Director	\$121,500	\$119,412	2024
Greater Dallas Choral Society	TX	\$442,475	Executive Dir.	\$34,500	\$34,500	2024
Ppc Entertainment Inc	CA	\$480,329	Artistic Dir.	\$69,583	\$60,066	2024
Mendelssohn Club Of Philadelphia	PA	\$480,443	Executive Director	\$98,822	\$98,518	2024
Common Ground On The Hill Ltd	MD	\$437,457	Executive Director	\$14,960	\$13,982	2024
Tahoe School Of Music	CA	\$435,812	Director	\$62,313	\$53,791	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	166 organizations. Compensation range \$863–\$182,213; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$460,601); for reference, expenses \$502,769 and assets \$357,361.
ROLE MATCH	Randolph P Edwards, reported title " <i>President</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.

OUTLIERS 2 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	98 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 (Randolph P Edwards) 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 166 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$128,750 is reasonable (approximately the 99th 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.