

Oklahoma Philharmonic Affiliated Fund Of

Executive Director / CEO

EIN 731461680
 OK · NTEE A68I
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Helen Stone, Executive Director / CEO** (\$25,864) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

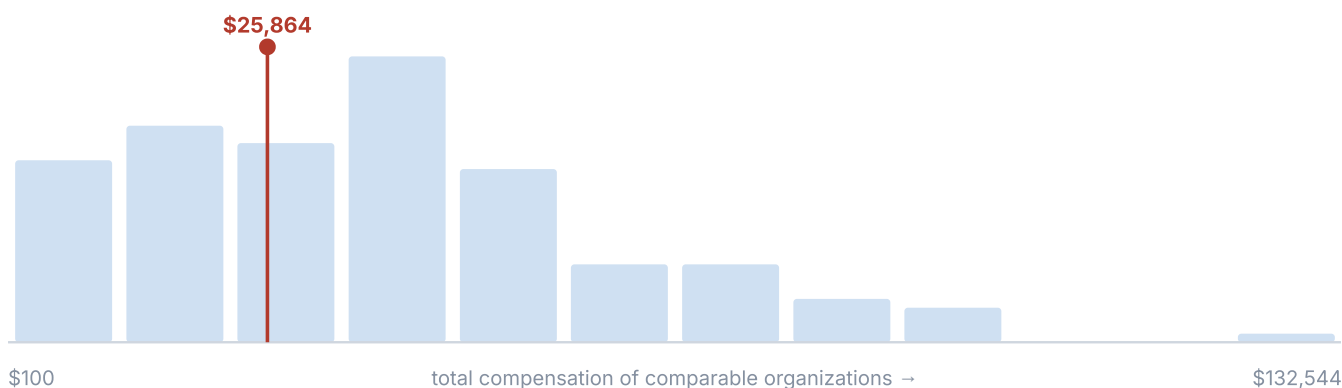
Benchmarked executive: Helen Stone — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68I).
BUDGET	Total revenue between \$149,884 and \$335,562 — 0.67x to 1.50x the subject's \$223,708 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

150 organizations qualified on sector, size, and geography → **150** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$8,873	\$17,591	\$35,228	\$49,081	\$70,461	\$25,864
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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 OK 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
Wisconsin Music Educators	WI	\$223,664	Executive Di	\$40,081	\$38,015	2023
City Park Jazz Inc	CO	\$223,582	Executive Di	\$22,500	\$19,031	2024
The Music Coop	MN	\$223,343	Managing Director	\$46,644	\$41,856	2023
Marlow Guitar International Incorporated	MD	\$223,339	Executive Director	\$33,600	\$28,528	2023
Elevar Foundation Inc	FL	\$223,197	Executive Director	\$47,670	\$40,669	2023
Taiko Community Alliance	CA	\$224,568	Executive Director	\$38,967	\$29,681	2024
Siletz Bay Music Festival	OR	\$222,643	Operations Manager	\$18,000	\$14,745	2024
Ellsworth Community Music Institute	ME	\$222,622	Artistic Dir	\$6,792	\$5,999	2024
Piano Spheres	CA	\$222,590	Executive Director	\$39,000	\$28,941	2025
We Are All Music Foundation Inc	NJ	\$222,128	Chief Operating Officer	\$28,744	\$22,638	2024
Hausmann Quartet Foundation	CA	\$221,963	President	\$25,917	\$19,740	2024
Baltimore Rock Opera Society Inc	MD	\$221,609	Executive Director	\$15,833	\$13,057	2024
The Tidewater Winds	VA	\$228,993	Executive Di	\$52,499	\$46,034	2023
North Shore Music Alliance Inc	IL	\$217,260	President	\$10,000	\$8,928	2023
Camille Catherine Inc	OH	\$215,685	Pres/sec/treas	\$79,000	\$75,988	2023
Rocky Mountain Highway	CO	\$215,371	Executive Director	\$36,458	\$30,837	2024
Early Music Foundation Inc	NY	\$214,692	General Manager	\$46,000	\$37,749	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pappy Martin Legacy Jazz Collective Inc	NY	\$235,048	Executive Director	\$19,200	\$15,756	2023
Great American Brass Band Festival Inc	KY	\$211,712	Sponsorship Coordinator	\$13,820	\$12,759	2025
Soundcorps Inc	TN	\$211,424	Former Executive Director	\$40,008	\$37,096	2024
Okc Improv Foundation	OK	\$236,224	Executive Director	\$22,125	\$21,490	2024
Bach Beethoven & Brahms Society Of Boston Inc	MA	\$236,272	Director	\$1,803	\$1,392	2025
Oregon Mozart Players	OR	\$236,572	Executive Di	\$25,000	\$19,951	2025
St Louis Classical Guitar	MO	\$237,684	Executive Director	\$66,462	\$63,928	2023
Songfest Inc	OH	\$238,320	President	\$71,250	\$66,567	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 150 organizations. Compensation range \$100–\$132,544; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$223,708); for reference, expenses \$662,141 and assets \$9,280,878. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Helen Stone, reported title "*SECRETARY*", 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.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	35 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Helen Stone) 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 150 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,864 is reasonable (approximately the 35th 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.