

Overture Band Programs Inc

Executive Director / CEO

EIN 800109187

WI · NTEE A68

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nadine Kerl, Executive Director / CEO** (\$72,755) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

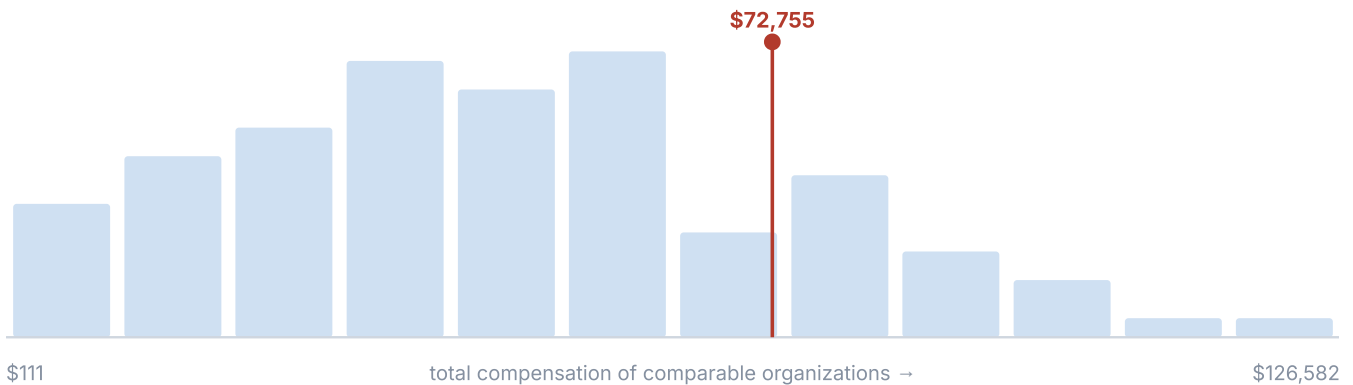
Benchmarked executive: Nadine Kerl — reported title "PRESIDENT/TREAS.", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$217,940 and \$487,927 — 0.67x to 1.50x the subject's \$325,285 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,288	\$28,446	\$45,739	\$63,352	\$84,208	\$72,755
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 81ST
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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 WI 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
Mount Desert Festival Of Chamber Music	ME	\$325,266	Executive Director	\$13,140	\$13,314	2023
Braver Players Musical Theater Foundation	CA	\$326,173	President	\$50,000	\$42,435	2024
Keeping The Blues Alive Foundation	FL	\$326,367	President	\$41,958	\$39,885	2023
Moon & Stars Foundation	CO	\$326,461	Executive Director	\$40,498	\$37,183	2025
Cellobello Inc	MA	\$323,408	Executive Director	\$101,952	\$90,045	2024
Master Musicians Festival Inc	KY	\$323,246	Executive Di	\$54,799	\$57,865	2024
Danbury Music Centre	CT	\$327,415	President	\$14,615	\$13,121	2025
Make Music Alliance Inc	NY	\$328,374	Executive Director	\$9,692	\$8,386	2025
Goat In The Road Productions	LA	\$329,022	Co-artistic Director	\$52,916	\$55,793	2025
Market Square Concerts	PA	\$321,305	Co-director	\$32,000	\$30,556	2025
Anthology Of Recorded Music Inc	NY	\$330,999	Vice President & Secretary	\$112,450	\$102,821	2023
Music In The Somerset Hills Inc	NJ	\$318,720	Artistic Director	\$65,141	\$57,164	2024
United States Open Music Competition	CA	\$318,411	President	\$1,000	\$848	2024
Rain City Rock Camp For Girls	WA	\$317,881	Executive Dir.	\$76,489	\$67,307	2024
Keys Corp	NY	\$316,049	Executive Director	\$43,378	\$39,664	2023
Kelly Music For Life	PA	\$336,039	President	\$39,000	\$38,225	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Music At Kohl Mansion Inc	CA	\$336,836	Exec. Dir.	\$90,417	\$79,004	2023
Virginia Chamber Music Foundation	VA	\$337,034	Coartistic Director	\$8,000	\$7,592	2024
Baton Rouge Blues Festival & Foundation	LA	\$313,533	Executive Director	\$72,000	\$77,922	2024
Academie Musique	TX	\$338,017	Director	\$45,743	\$43,814	2025
Idaho Music Educators Association Inc	ID	\$311,720	Executive Director (Non-voting)	\$21,000	\$21,957	2024
Academy Of Neurologic Music Therapy	CO	\$338,999	Director	\$60,925	\$57,418	2024
St Louis Cathedral Concerts	MO	\$340,628	Executive Dir.	\$71,798	\$74,742	2024
Los Pleneros De La 21 Inc	NY	\$340,822	Executive Director	\$91,006	\$80,826	2024
Indianapolis Mens Chorus Incorporated	IN	\$343,096	Executive Director	\$85,000	\$85,830	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2025 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 WI 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	187 organizations. Compensation range \$111–\$126,582; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$325,285); for reference, expenses \$320,922 and assets \$180,834.
ROLE MATCH	Nadine Kerl, reported title " <i>PRESIDENT/TREAS.</i> ", 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	4 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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	80 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 (Nadine Kerl) 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 187 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,755 is reasonable (approximately the 81st 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.