

Music To Life Inc

Executive Director / CEO

EIN 820938729

VT · NTEE A68

FY ending 2025-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Elizabeth Stookey Sundae, Executive Director / CEO** (\$55,000) against **every comparable organization** that fit the selection criteria — **171** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

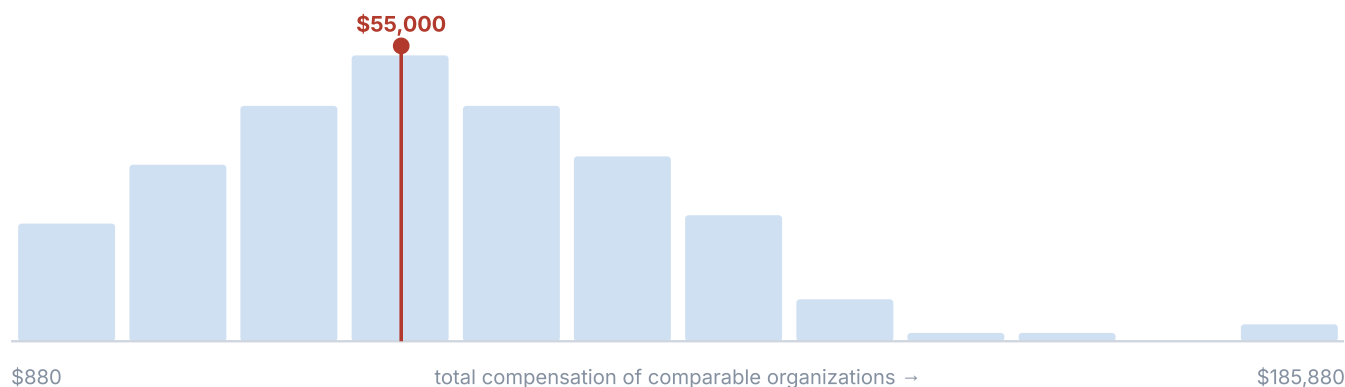
Benchmarked executive: Elizabeth Stookey Sundae — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$315,712 and \$706,818 — 0.67x to 1.50x the subject's \$471,212 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

171 organizations qualified on sector, size, and geography → **171** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,327	\$37,642	\$59,109	\$78,719	\$100,105	\$55,000
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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 VT 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
Liberty Bell Pops	PA	\$473,306	Executive Director	\$29,740	\$30,245	2024
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$36,861	2024
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$45,539	2023
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$102,948	2025
Pacific Northwest School Of Music	WA	\$463,456	Key Employee	\$61,415	\$57,731	2023
Tamworth Music Festival	VA	\$462,751	Executive Di	\$40,571	\$39,948	2024
Riverviewjazz Org	NJ	\$462,102	Director	\$44,000	\$40,063	2024
Ppc Entertainment Inc	CA	\$480,329	Artistic Dir.	\$69,583	\$61,275	2024
Mendelssohn Club Of Philadelphia	PA	\$480,443	Executive Director	\$98,822	\$100,501	2024
Iris Music Project	MD	\$461,813	Executive Director	\$85,000	\$83,435	2023
Phoenix Chamber Music Society	AZ	\$461,745	Executive Director	\$56,375	\$56,924	2023
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$69,494	2024
Youth Choirs Inc	TX	\$460,601	President	\$128,750	\$131,341	2024
Sam First	CA	\$460,597	Executive & Artistic Director	\$35,305	\$31,090	2024
Music At Gretna Inc	PA	\$460,354	Executive Di	\$85,000	\$86,444	2024
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$25,385	2023
Compass Resonance	CO	\$487,131	Artistic And Executive Dir	\$110,587	\$108,140	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
I Am Music Inc	CO	\$454,835	Executive Dir.	\$17,250	\$16,868	2024
Tkiya Music Inc	NY	\$488,414	Executive Director	\$110,967	\$105,279	2023
Femme House	NY	\$452,396	President	\$53,600	\$49,393	2024
Higher Octave Healing Inc	AZ	\$490,179	Ceo	\$61,677	\$62,278	2023
The Early Music Guild Of Seattle	WA	\$451,123	Executive Director	\$62,882	\$59,109	2023
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$26,787	2025
Table Grace Ministries	NE	\$448,097	Ceo & Director	\$55,474	\$62,645	2023
Camerata Chicago Association	IL	\$447,816	Executive Director	\$121,500	\$121,815	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	171 organizations. Compensation range \$880–\$185,880; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$471,212); for reference, expenses \$461,256 and assets \$134,096.
ROLE MATCH	Elizabeth Stookey Sundae, reported title " <i>Executive Director</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 3 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	43 rd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	43 rd

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 (Elizabeth Stookey Sundae) 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 13, 2026, comparing compensation against 171 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,000 is reasonable (approximately the 43rd 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 13, 2026.