

# Mode Music And Performing Arts

Executive Director / CEO

EIN 823082080

WA · NTEE A6E

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Rubin, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31<sup>st</sup>** percentile of comparable organizations

within the typical range

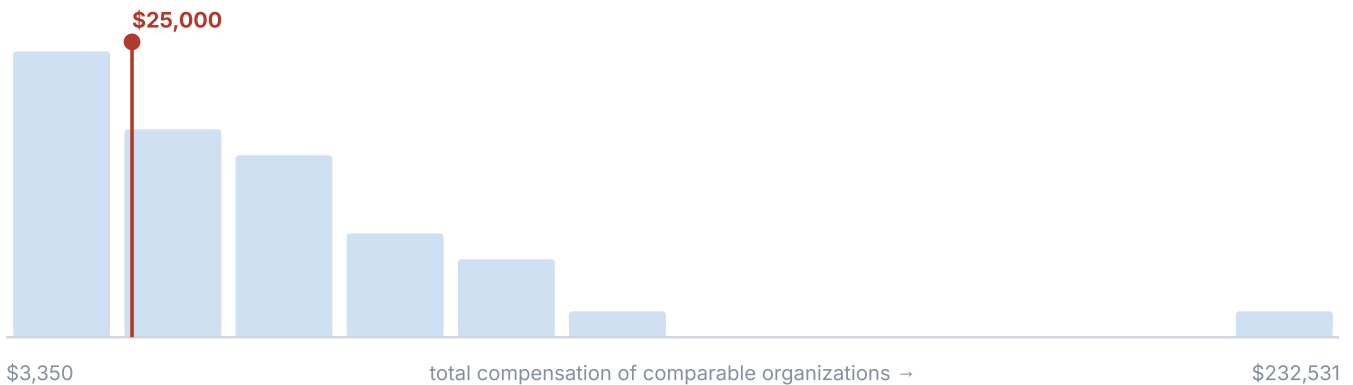
**Benchmarked executive:** Erin Rubin — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6E).
BUDGET	Total revenue between \$146,262 and \$327,453 — 0.67x to 1.50x the subject's \$218,302 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6E), nationwide + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,061	\$19,294	\$40,694	\$62,720	\$86,068	\$25,000
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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 WA 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
<a href="#">Conservatory Of Dance Inc</a>	IN	\$220,055	School Director	\$12,500	<b>\$14,723</b>	2023
<a href="#">Thames Valley Music School Inc</a>	CT	\$214,837	Admin. Direc	\$63,729	<b>\$64,826</b>	2024
<a href="#">Richards Institute Of</a>	CA	\$213,781	Executive Di	\$44,000	<b>\$41,220</b>	2024
<a href="#">Arconet</a>	PA	\$226,915	President And Artistic Dir	\$44,114	<b>\$46,496</b>	2025
<a href="#">Center For The Dance Theatre</a>	CA	\$208,832	President	\$48,873	<b>\$47,137</b>	2023
<a href="#">The Conservatoire Inc</a>	GA	\$208,793	President	\$48,000	<b>\$53,907</b>	2023
<a href="#">Bandwagon Institute For The Arts</a>	HI	\$230,121	President	\$27,665	<b>\$27,665</b>	2023
<a href="#">American Dance Institute</a>	NY	\$231,550	Executive Director	\$230,390	<b>\$232,531</b>	2023
<a href="#">Alabama Music Educators Association</a>	AL	\$203,705	Executive D	\$22,000	<b>\$25,120</b>	2025
<a href="#">Sacramento Preparatory Music Academy</a>	CA	\$234,926	Ceo	\$52,000	<b>\$50,153</b>	2023
<a href="#">The Music Academy</a>	PA	\$242,962	Director	\$32,984	<b>\$35,685</b>	2024
<a href="#">Girls Write Nashville</a>	TN	\$249,272	Pres. & E.d.	\$75,000	<b>\$85,527</b>	2024
<a href="#">Balmoral School Of Highland Piping</a>	PA	\$250,031	Exec Directo	\$35,000	<b>\$37,866</b>	2024
<a href="#">Youth Inspirations Theatre</a>	IN	\$250,899	President	\$47,371	<b>\$54,196</b>	2024
<a href="#">Community School Of The Arts</a>	TN	\$253,244	Executive Director	\$80,738	<b>\$92,072</b>	2024
<a href="#">Oregon Suzuki Institute</a>	OR	\$178,882	Director	\$20,000	<b>\$20,150</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aerial Dance Chicago</a>	IL	\$259,429	Board Member / Artistic Director	\$55,200	<b>\$60,614</b>	2023
<a href="#">Suffolk County Music Educators</a>	NY	\$261,461	Treasurer	\$6,000	<b>\$5,882</b>	2024
<a href="#">Clarkston Conservatory Of Music Inc</a>	MI	\$173,865	Director	\$16,465	<b>\$18,438</b>	2024
<a href="#">The Ballet School Of Stamford</a>	CT	\$265,615	Executive Dir.	\$70,000	<b>\$69,369</b>	2025
<a href="#">The Mount Calvary Academy Of Music</a>	MN	\$168,481	Director	\$49,956	<b>\$53,553</b>	2024
<a href="#">Cygnum Creative Arts Centre Inc</a>	NJ	\$166,872	Artistic Dir	\$23,650	<b>\$22,317</b>	2025
<a href="#">Shubanjali School Of Performing Arts</a>	NJ	\$269,769	President	\$86,667	<b>\$86,428</b>	2023
<a href="#">Resonance Vocal Ensemble</a>	OR	\$279,404	Secretary	\$11,063	<b>\$10,859</b>	2025
<a href="#">The Conservatory Of Central Illinois</a>	IL	\$156,070	Executive Director	\$14,047	<b>\$14,982</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT    **35** organizations. Compensation range \$3,350–\$232,531; filing years 2023–2025.

SIZE BASIS     Matched on total revenue (\$218,302); for reference, expenses \$255,155 and assets \$23,257.

**ROLE MATCH** Erin Rubin, reported title "*FOUNDER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**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	31 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	31 <sup>st</sup>

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 (Erin Rubin) 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 35 similarly situated organizations (Same NTEE sector (A6E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 31<sup>st</sup> 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.