

Iris Music Project

Executive Director / CEO

EIN 834042952

MD · NTEE A68

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lauren Latessa, Executive Director / CEO** (\$85,000) 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 **80th** percentile of comparable organizations within the typical range

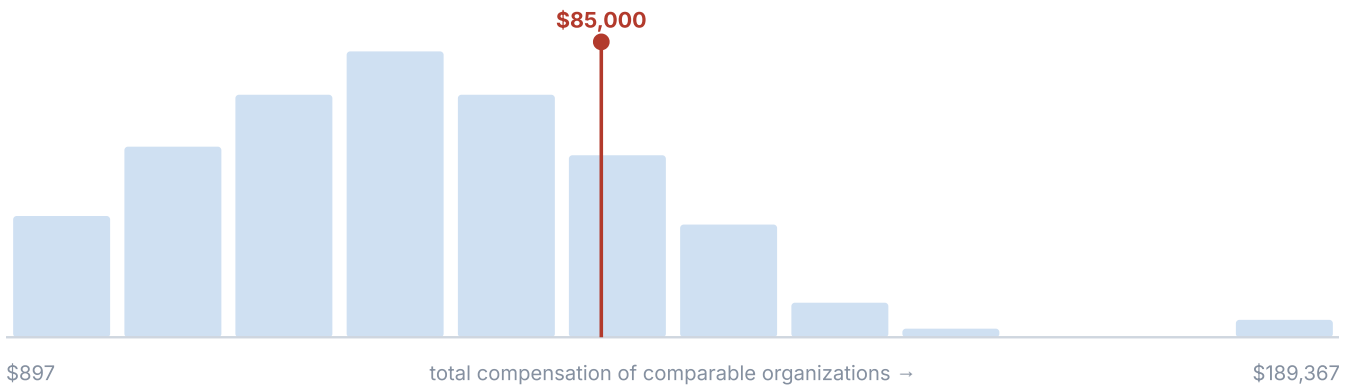
Benchmarked executive: Lauren Latessa — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$309,414 and \$692,719 — 0.67x to 1.50x the subject's \$461,813 (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



\$17,928	\$37,097	\$58,795	\$79,252	\$97,780	\$85,000
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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 MD 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
Phoenix Chamber Music Society	AZ	\$461,745	Executive Director	\$56,375	\$57,992	2023
Riverviewjazz Org	NJ	\$462,102	Director	\$44,000	\$40,815	2024
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$70,798	2024
Tamworth Music Festival	VA	\$462,751	Executive Di	\$40,571	\$40,698	2024
Youth Choirs Inc	TX	\$460,601	President	\$128,750	\$133,805	2024
Sam First	CA	\$460,597	Executive & Artistic Director	\$35,305	\$31,673	2024
Music At Gretna Inc	PA	\$460,354	Executive Di	\$85,000	\$88,065	2024
Pacific Northwest School Of Music	WA	\$463,456	Key Employee	\$61,415	\$58,814	2023
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$104,880	2025
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$46,394	2023
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$25,861	2023
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$37,552	2024
I Am Music Inc	CO	\$454,835	Executive Dir.	\$17,250	\$17,185	2024
Music To Life Inc	VT	\$471,212	Executive Director	\$55,000	\$56,032	2025
Femme House	NY	\$452,396	President	\$53,600	\$50,320	2024
The Early Music Guild Of Seattle	WA	\$451,123	Executive Director	\$62,882	\$60,218	2023
Liberty Bell Pops	PA	\$473,306	Executive Director	\$29,740	\$30,813	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$27,289	2025
Table Grace Ministries	NE	\$448,097	Ceo & Director	\$55,474	\$63,820	2023
Camerata Chicago Association	IL	\$447,816	Executive Director	\$121,500	\$124,100	2024
Ppc Entertainment Inc	CA	\$480,329	Artistic Dir.	\$69,583	\$62,425	2024
Mendelssohn Club Of Philadelphia	PA	\$480,443	Executive Director	\$98,822	\$102,386	2024
Greater Dallas Choral Society	TX	\$442,475	Executive Dir.	\$34,500	\$35,854	2024
Common Ground On The Hill Ltd	MD	\$437,457	Executive Director	\$14,960	\$14,531	2024
Compass Resonance	CO	\$487,131	Artistic And Executive Dir	\$110,587	\$110,168	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 \$897–\$189,367; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$461,813); for reference, expenses \$334,709 and assets \$143,827.
ROLE MATCH	Lauren Latessa, 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 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	80 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	79 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 (Lauren Latessa) 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 10, 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 \$85,000 is reasonable (approximately the 80th 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 10, 2026.