

# International Federation For Choral Music

Executive Director / CEO

EIN 840996253

TX · NTEE A68

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nadine Ryan, Executive Director / CEO** (\$36,960) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

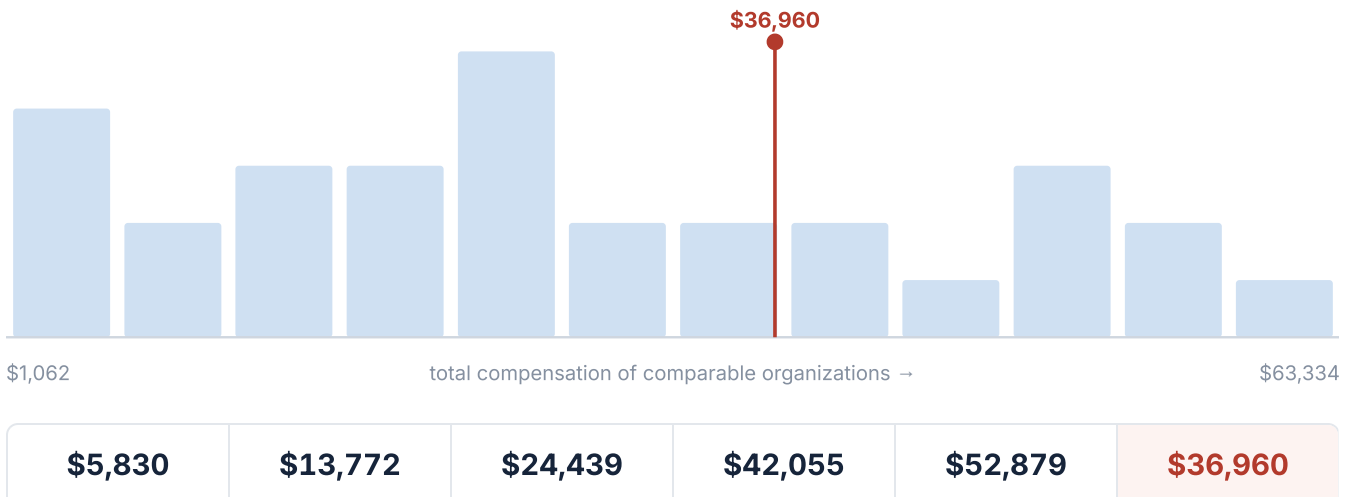
**Benchmarked executive:** Nadine Ryan — reported title “OFFICE MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$76,007 and \$170,166 — 0.67x to 1.50x the subject's \$113,444 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation





## ■ 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 TX 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="#">Tanner Gift Of Music Trust</a>	UT	\$113,311	Secretary/tr	\$8,500	<b>\$8,954</b>	2023
<a href="#">Lake County Symphony</a>	CA	\$114,856	President	\$1,230	<b>\$1,062</b>	2024
<a href="#">Trilogy An Opera Company</a>	NJ	\$111,031	Artisticexecutive Director	\$19,150	<b>\$17,093</b>	2024
<a href="#">Da Capo Virginia</a>	VA	\$103,840	Executive & Vivo Director/past-president	\$43,633	<b>\$42,116</b>	2024
<a href="#">The Classical Saxophone Project Inc</a>	NY	\$128,004	President	\$27,500	<b>\$24,842</b>	2024
<a href="#">Musiconnects Inc</a>	MA	\$128,066	Executive Di	\$65,000	<b>\$56,887</b>	2025
<a href="#">Picco Music Academy Inc</a>	CA	\$96,948	President	\$15,500	<b>\$13,380</b>	2024
<a href="#">Alice And Eleonore Schoenfeld</a>	CA	\$132,945	Ceo	\$60,000	<b>\$51,794</b>	2024
<a href="#">Korea Music Foundation Inc</a>	NY	\$132,970	President	\$3,000	<b>\$2,790</b>	2023
<a href="#">Arco Collaborative Inc</a>	NY	\$93,123	President	\$39,000	<b>\$35,230</b>	2024
<a href="#">William Lewis School Of Opera</a>	TX	\$135,149	Vice President	\$36,000	<b>\$36,000</b>	2024
<a href="#">Spokane Chamber Music Association</a>	WA	\$90,126	Marketing Director	\$11,100	<b>\$9,935</b>	2024
<a href="#">York County Honors Choirs Inc</a>	PA	\$137,484	Executive Director	\$26,000	<b>\$25,920</b>	2024
<a href="#">International Jazz Day Az</a>	AZ	\$87,344	Executive Dir.	\$18,215	<b>\$17,512</b>	2024
<a href="#">Music For Autism</a>	CA	\$87,168	Executive Director	\$35,744	<b>\$31,767</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Agc Of Oklahoma Education Foundation</a>	OK	\$82,641	Executive Director	\$13,188	<b>\$14,947</b>	2023
<a href="#">Composers Now Inc</a>	NY	\$145,117	Board Chair Artistic Director	\$34,275	<b>\$30,962</b>	2024
<a href="#">Songs Of Solomon An Inspirational Ensemble Inc</a>	NY	\$146,131	President	\$24,412	<b>\$22,704</b>	2023
<a href="#">Festival Music Society Inc</a>	IN	\$78,111	Managing Director	\$22,800	<b>\$24,036</b>	2024
<a href="#">Detroit Performing Artists Inc</a>	MI	\$153,760	Executive Di	\$21,186	<b>\$22,507</b>	2023
<a href="#">Alleghany Jam</a>	NC	\$155,028	Executive Director	\$53,791	<b>\$54,130</b>	2025
<a href="#">C'est Bon Music Inc</a>	CA	\$156,557	Ceo	\$14,300	<b>\$12,344</b>	2024
<a href="#">One Heart Beat Inc</a>	GA	\$156,857	Co-founder & Executive Dir	\$50,000	<b>\$50,259</b>	2024
<a href="#">Seasun Theatre Artist Group</a>	CA	\$157,161	Director	\$6,940	<b>\$6,168</b>	2023
<a href="#">Cleveland Rocks Past Present And Future</a>	OH	\$159,775	Key Employee	\$15,600	<b>\$17,006</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2024 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 TX 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** 30 organizations. Compensation range \$1,062–\$63,334; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$113,444); for reference, expenses \$99,602 and assets \$12,276.

**ROLE MATCH** Nadine Ryan, reported title "*OFFICE MANAGER*", 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** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	67 <sup>th</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 (Nadine Ryan) 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 30 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,960 is reasonable (approximately the 70<sup>th</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.