

Groupmuse Foundation Inc

Executive Director / CEO

EIN 844651476
 NY · NTEE A27
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mosa Tsay, Executive Director / CEO** (\$16,360) against the **2000** closest of **2,508** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

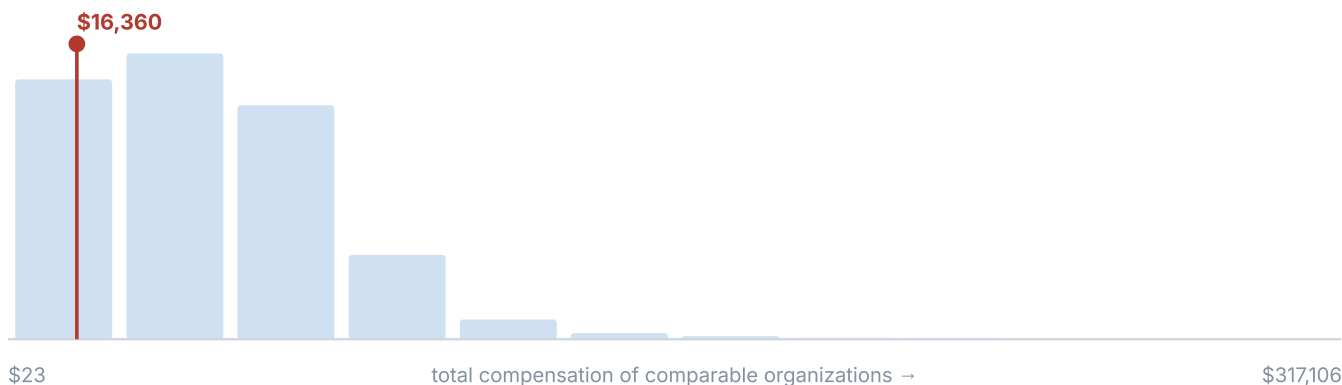
Benchmarked executive: Mosa Tsay — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

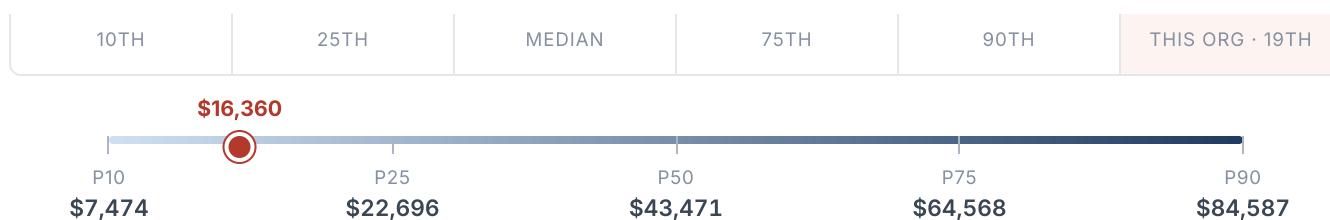
SECTOR	Organizations sharing the subject's NTEE classification (A27).
BUDGET	Total revenue between \$156,132 and \$349,551 — 0.67x to 1.50x the subject's \$233,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,508 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,474	\$22,696	\$43,471	\$64,568	\$84,587	\$16,360
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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 NY 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
Maine Crafts Association	ME	\$233,069	Executive Director	\$20	\$23	2023
Ridgefield Guild Of Artists	CT	\$233,111	Executive Director	\$29,800	\$30,921	2024
East County Youth Symphony	CA	\$233,133	Executive Director	\$44,000	\$43,288	2023
A Company Of Girls	ME	\$232,912	Executive Director	\$51,755	\$57,352	2024
American Coalition For Public Radio	DC	\$232,882	Director And President	\$30,048	\$29,180	2024
The Common Acre	WA	\$232,865	Executive Dir.	\$66,500	\$67,834	2023
Pegasus Musical Society	TX	\$233,365	Artistic Director	\$51,000	\$56,457	2024
Tennessee History For Kids	TN	\$232,658	Executive Director	\$143,973	\$163,159	2025
Allied Ceramics Art Institute	CA	\$233,412	Member At Large	\$8,279	\$8,145	2023
National Basketry Organization Inc	MA	\$232,603	President	\$1,035	\$1,060	2023
Headfirst Arts & Media Inc	CA	\$232,602	President & Director	\$205,000	\$201,683	2023
Resilience Dance Company Stl	MO	\$232,570	Executive And Artistic Director	\$23,803	\$27,180	2025
Artreach St Croix	MN	\$232,525	Executive Di	\$73,243	\$80,091	2024
Geneva Historical Society	IL	\$233,566	Executive Dir.	\$74,888	\$81,476	2024
Cerimon House	OR	\$233,601	Artistic Director	\$88,269	\$93,393	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ekmeles Inc	NY	\$233,616	President	\$31,675	\$32,611	2023
Three Oaks Spokes Bicycle Club	MI	\$232,222	President & Executive Director	\$48,000	\$54,828	2024
New York Chinese Opera Society Inc	NY	\$233,964	Executive Managing Directo	\$7,100	\$7,310	2023
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$7,084	2023
Orpheus Male Chorus Of Phoenix	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	\$53,079	2024
Towle Performing Arts Company	IN	\$232,013	Executive Director	\$56,467	\$65,899	2024
The Newberry Museum	SC	\$234,063	Museum Executive Director	\$42,708	\$50,762	2023
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$17,877	2024
Harrisonburg-rockingham Historical	VA	\$234,085	Executive Director	\$65,025	\$69,481	2024
Columbia Basin Allied Arts	WA	\$231,970	Executive Di	\$40,126	\$39,757	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **2000** organizations. Compensation range \$23–\$317,106; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$233,034); for reference, expenses \$146,635 and assets \$135,956.
ROLE MATCH	Mosa Tsay, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	19 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	18 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 (Mosa Tsay) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,360 is reasonable (approximately the 19th 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.