

Island Choral Experience

Executive Director / CEO

EIN 911078597

WA · NTEE A6B0

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Sun, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Ashley Sun — reported title "DIRECTOR", 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 (A6B0).

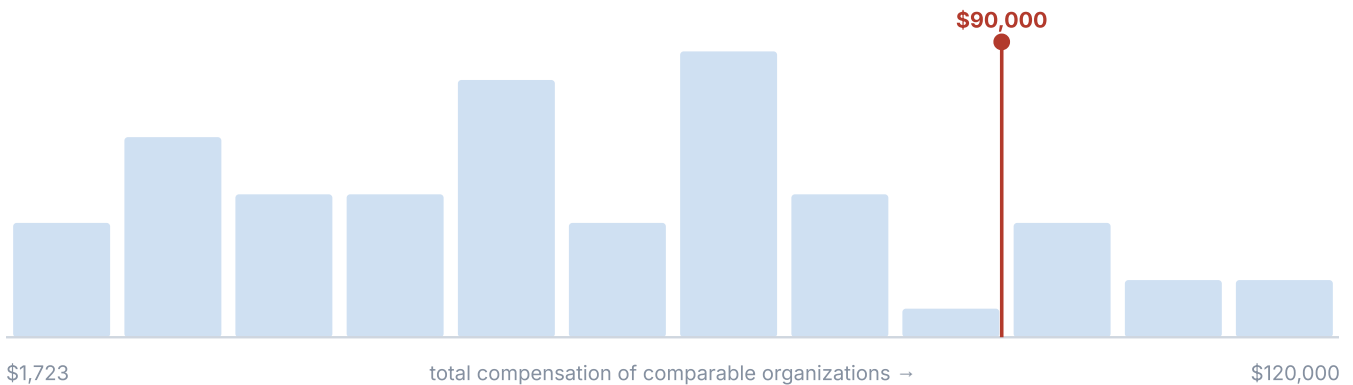
BUDGET Total revenue between \$205,405 and \$459,862 — 0.67x to 1.50x the subject's \$306,575 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6B), nationwide + budget 0.67–1.5x revenue.

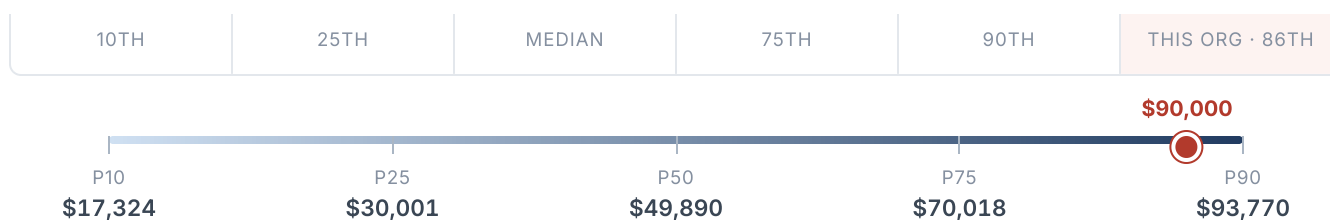
58 organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,324	\$30,001	\$49,890	\$70,018	\$93,770	\$90,000
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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
National Choral Council Inc	NY	\$306,582	Exec Director	\$74,000	\$74,688	2024
The Girl Choir Of South Florida Inc	FL	\$309,837	Exeuctive Artistic Director	\$48,667	\$49,749	2025
Larimer Choral Society	CO	\$299,706	Executive Di	\$28,750	\$29,998	2025
San Luis Obispo Master Chorale	CA	\$299,577	Executive Director (Non-voting)	\$18,146	\$17,050	2025
The Talent Machine Company Inc	MD	\$313,727	President	\$1,650	\$1,723	2024
Charlotte Master Chorale	NC	\$299,056	Ex-officio	\$52,958	\$61,118	2024
Central Dakota Children's Choir	ND	\$298,536	Executive Di	\$35,525	\$42,421	2025
Blue Heron Renaissance Choir Inc	MA	\$314,922	Executive Di	\$49,847	\$50,031	2024
The Glen Ellyn Children's Chorus	IL	\$295,492	Executive Director	\$23,155	\$25,426	2024
Children's Chorus Of Maryland Inc	MD	\$319,203	Excutive Director	\$85,261	\$89,032	2024
William Baker Choral Foundation Inc	KS	\$291,526	Development Director	\$37,500	\$45,250	2024
Choral Chameleon	NY	\$291,315	Artistic Director	\$18,000	\$18,704	2023
Atlanta Master Chorale	GA	\$325,611	Executive Director	\$61,000	\$68,507	2024
The Choralis Foundation	VA	\$287,316	Artistic Dir	\$55,000	\$61,067	2023
Refugee Choir Project	WA	\$327,706	Executive Director	\$94,274	\$94,274	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Singers Minnesota Choral Artists	MN	\$282,513	Exec And Artistic Director	\$71,902	\$77,310	2025
The Piatigorsky Foundation	NY	\$331,767	Aristic Director/president	\$5,000	\$5,196	2023
Chandler Childrens Choir Inc	AZ	\$281,311	Executive/artistic Director	\$30,417	\$32,673	2024
Lake Superior Youth Chorus Inc	MN	\$278,979	Choir Coordinator	\$19,231	\$20,677	2025
Pittsburgh Youth Chorus	PA	\$275,725	Executive Dir.	\$65,958	\$73,467	2024
Jack Music Inc	NY	\$338,095	Director	\$46,667	\$47,101	2024
Salt Lake Choral Artists	UT	\$341,175	Managing Direct	\$50,000	\$57,158	2024
Wilmington Children's Chorus	DE	\$344,704	Executive Director	\$60,043	\$67,607	2023
Saginaw Choral Society Inc	MI	\$266,006	Executive Di	\$50,000	\$57,643	2024
Golden Gate Boys Choir	CA	\$264,289	Artistic Director	\$26,000	\$25,817	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 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.

■ Sample, role match & sensitivity

PEER COUNT 58 organizations. Compensation range \$1,723–\$120,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$306,575); for reference, expenses \$339,539 and assets \$53,529.

ROLE MATCH Ashley Sun, reported title "*DIRECTOR*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	86 th
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	86 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 (Ashley Sun) 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 58 similarly situated organizations (Same NTEE sector (A6B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 86th 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.