

Peninsula Youth Orchestra

Executive Director / CEO

EIN 912026763

WA · NTEE A6C

FY ending 2022-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Noelle Brambila, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Noelle Brambila — 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 (A6C).

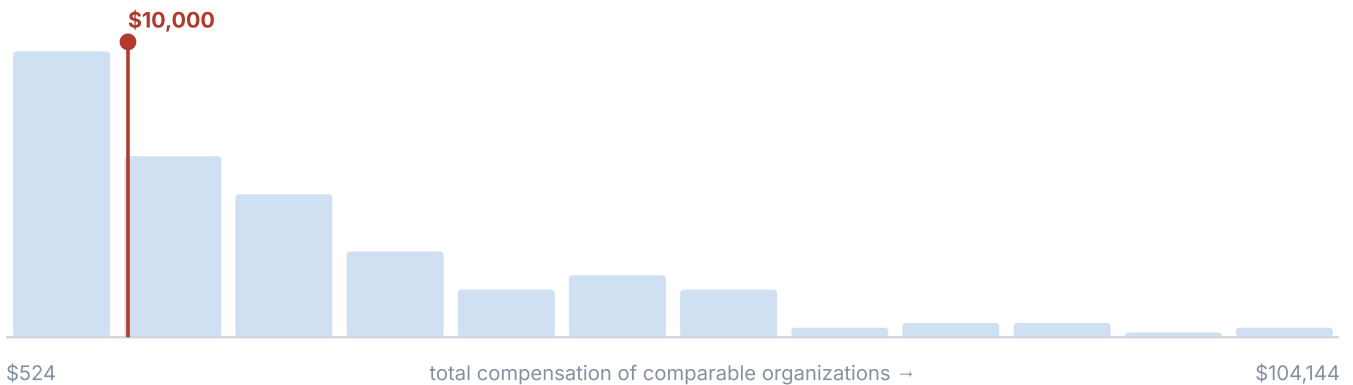
BUDGET Total revenue between \$33,497 and \$74,995 — 0.67x to 1.50x the subject's \$49,997 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

190 organizations qualified on sector, size, and geography

→ **190** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,630	\$7,148	\$17,060	\$33,121	\$53,008	\$10,000
---------	---------	----------	----------	----------	----------



■ 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
Starfish Accelerator Foundation	NY	\$50,000	Director	\$25,000	\$24,238	2023
Thomas Paine Society Of Pasadena	CA	\$49,977	Director	\$44,400	\$39,956	2024
Frank Brown International	FL	\$49,629	Executive Di	\$30,000	\$29,371	2024
Rackliffe House Trust Inc	MD	\$50,644	Executive Di	\$20,508	\$19,467	2025
Hill-stead Museum Board Of Governors Inc	CT	\$49,137	Executive Director & Trustee	\$13,993	\$13,673	2024
Grinnell School Of Music Inc	IA	\$49,025	Executive Di	\$3,000	\$3,525	2023
Rocky Mountain Motorcycle Museum & Hall Of Fame	CO	\$48,949	President	\$16,500	\$16,488	2024
Treasure Caretaker Training	CO	\$48,712	Executive Director	\$24,000	\$23,983	2024
Northview Education Foundation	MI	\$51,425	Executive Director	\$19,200	\$20,654	2024
Upper Ohio Valley Italian Heritage	WV	\$51,476	Coordinator	\$15,050	\$16,983	2024
Arts With Others	CA	\$51,507	President	\$30,000	\$27,795	2023
Grand Foundation	CA	\$51,548	Administrative Assistant	\$19,822	\$17,378	2025
Friends Of Lyndon B Johnson National	TX	\$48,419	Executive Director	\$22,851	\$23,822	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Historical Park						
Encore Slso Inc	MO	\$48,216	President	\$67,269	\$74,253	2024
Li Huasheng Art Foundation	WA	\$51,846	Director	\$37,500	\$34,990	2024
Kriya Foundation Inc	NY	\$48,114	President	\$4,590	\$4,323	2024
Broadway Sacramento Foundation	CA	\$48,005	Director	\$31,823	\$28,638	2024
The H B Playwrights Foundation Inc	NY	\$47,703	Executive/ Artistic Director	\$6,245	\$5,881	2024
Evansville Civic Theatre Inc	IN	\$52,360	Managing Artist Director	\$14,216	\$15,220	2025
Shands Auxiliary Inc	FL	\$52,360	Chairman/president/ceo Shands Teaching Hospital & Clinics (Thru July 2022)	\$38,142	\$38,445	2023
Pearl's Serenity House	PA	\$52,498	President	\$45,100	\$48,256	2023
Saecula Choir Foundation Inc	CT	\$52,519	President	\$16,000	\$15,634	2024
Chinkapin Craftstead Inc	TN	\$47,401	Director Of Programming	\$12,000	\$13,533	2023
Educational Center For The Blind And The Handicapped Of Puerto Rico	PR	\$52,731	Director	\$3,551	\$3,411	2023
Alliance Arts Council	NE	\$47,151	Exec Director	\$7,800	\$8,517	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2022 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	190 organizations. Compensation range \$524–\$104,144; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$49,997); for reference, expenses \$57,046 and assets \$49,693.
ROLE MATCH	Noelle Brambila, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	31 st

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 (Noelle Brambila) 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 190 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 34th 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.