

This analysis benchmarks the total compensation of **David Robaire, Executive Director / CEO** (\$35,305) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **21st** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: David Robaire — reported title “EXECUTIVE & ARTISTIC 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).

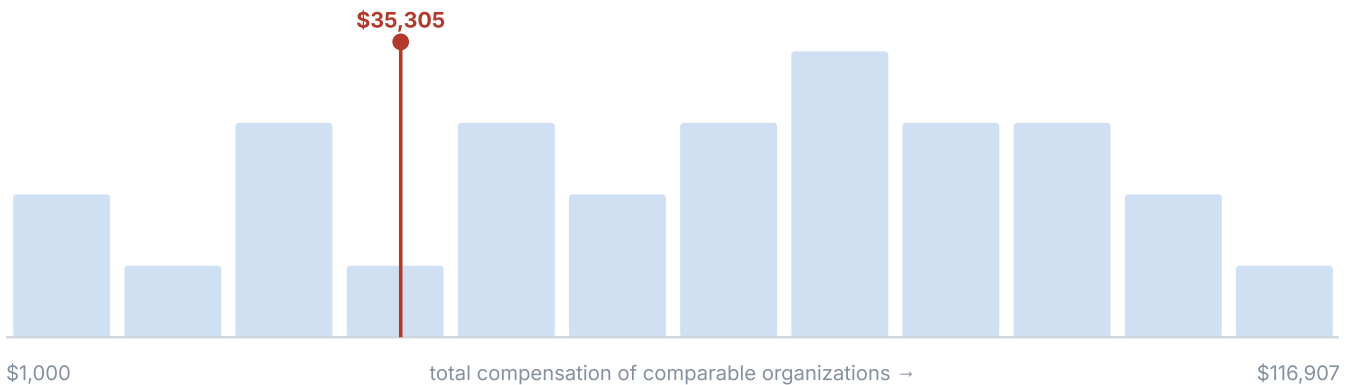
BUDGET Total revenue between \$308,599 and \$690,895 — 0.67x to 1.50x the subject's \$460,597 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A68) + CA + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ 28 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,963	\$40,538	\$64,341	\$85,908	\$95,249	\$35,305
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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 CA 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
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$78,916	2024
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$28,827	2023
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$116,907	2025
Ppc Entertainment Inc	CA	\$480,329	Artistic Dir.	\$69,583	\$69,583	2024
Tahoe School Of Music	CA	\$435,812	Director	\$62,313	\$62,313	2024
Noe Valley Chamber Music	CA	\$495,560	Co-artistic Director And Co-executive Director, Board Member	\$74,107	\$72,197	2025
Bach Dancing And Dynamite Society Inc	CA	\$496,421	President & Ceo	\$85,532	\$85,532	2024
Aimusic Us	CA	\$424,303	Executive Director	\$90,750	\$88,411	2025
Jazz At The Ballroom Inc	CA	\$416,145	Executive Direc	\$2,414	\$2,485	2023
Kaleidoscope Chamber Orchestra	CA	\$405,189	President	\$40,000	\$41,181	2023
The Maestro Foundation	CA	\$516,427	Secretary	\$100,291	\$100,291	2024
Hip Hop For Change Inc	CA	\$523,175	Executive Director	\$48,640	\$48,640	2024
Redtone Records	CA	\$395,896	Ed/pres/boar	\$14,230	\$14,650	2023
Little Village Foundation	CA	\$392,844	Executive Director	\$86,000	\$88,540	2023
Voices Of Music Inc	CA	\$539,834	Trustee	\$65,673	\$65,673	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Global Arts Corporation	CA	\$380,948	Ceo	\$63,009	\$63,009	2024
Chamber Music Monterey Bay	CA	\$373,584	Operations Manager	\$69,075	\$69,075	2024
Take Me To The River Education	CA	\$368,685	Board Member	\$37,500	\$38,608	2023
Guitar Foundation Of America	CA	\$554,451	President	\$20,833	\$20,833	2024
Camarada Inc	CA	\$356,020	Executive Director	\$72,750	\$70,875	2025
Jacarandamusic	CA	\$347,407	Artistic & E	\$48,000	\$48,000	2024
Youth Orchestras Of Fresno	CA	\$581,797	Executive Dir.	\$20,215	\$20,812	2023
Music At Kohl Mansion Inc	CA	\$336,836	Exec. Dir.	\$90,417	\$93,088	2023
Braver Players Musical Theater Foundation	CA	\$326,173	President	\$50,000	\$50,000	2024
Youth Philharmonic Orchestra	CA	\$595,821	President, Executive Director And Director	\$51,000	\$51,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 28 organizations. Compensation range \$1,000–\$116,907; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$460,597); for reference, expenses \$312,800 and assets \$174,292.

ROLE MATCH David Robaire, reported title "*EXECUTIVE & ARTISTIC DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	21 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 (David Robaire) 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 28 similarly situated organizations (Same NTEE sector (A68) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,305 is reasonable (approximately the 21st 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.