

# Cor Mundi Center For Sacred Music

Executive Director / CEO

EIN 931880992

TX · NTEE A60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Knaggs, Executive Director / CEO** (\$6,500) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Daniel Knaggs — reported title “President and 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 (A60).

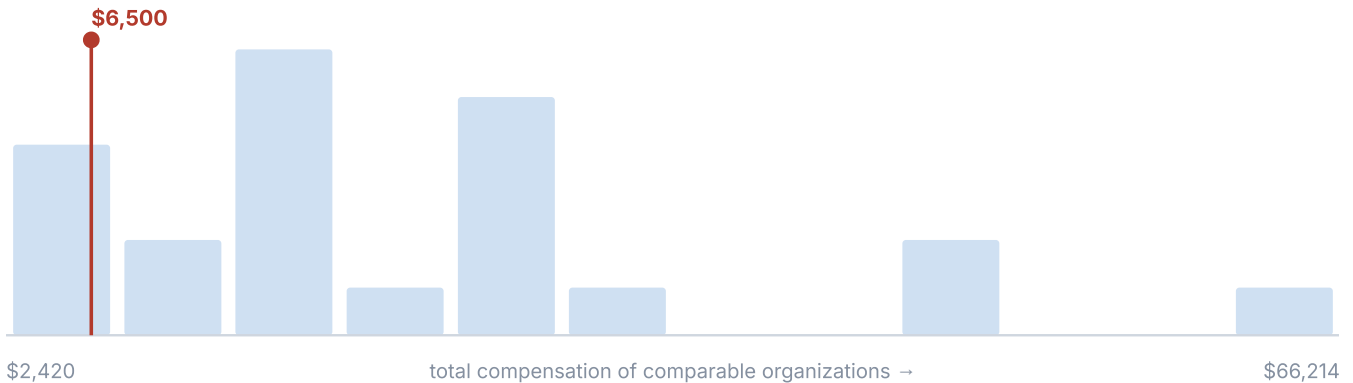
**BUDGET** Total revenue between \$55,875 and \$125,095 — 0.67x to 1.50x the subject's \$83,397 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,968	\$12,770	\$17,732	\$26,632	\$43,651	\$6,500
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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 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="#">Mountain Home Arts Council Inc</a>	ID	\$83,708	Executive Director	\$16,294	<b>\$17,839</b>	2023
<a href="#">Arts Mentorship Program Inc</a>	CA	\$82,824	Executive Dir.	\$34,766	<b>\$30,011</b>	2024
<a href="#">Oconee Youth Playhouse</a>	GA	\$82,270	Executive Di	\$7,450	<b>\$7,710</b>	2023
<a href="#">United Lakes &amp; Trail Riders Association</a>	MN	\$81,106	Gambling Manager	\$6,971	<b>\$6,886</b>	2024
<a href="#">The Stage Door Inc</a>	UT	\$87,427	Managing Dir	\$8,000	<b>\$8,185</b>	2024
<a href="#">The Shining Stars Project Inc</a>	CA	\$77,600	Chief Executive Officer	\$19,385	<b>\$17,228</b>	2023
<a href="#">Americans For The Arts Foundation</a>	DC	\$76,278	President & Ceo	\$14,898	<b>\$13,455</b>	2023
<a href="#">Shakespeare In Clark Park</a>	PA	\$74,437	Producing Artistic Director	\$4,000	<b>\$4,105</b>	2023
<a href="#">Eicher Arts Center Inc</a>	PA	\$93,230	Coordinator	\$13,977	<b>\$14,346</b>	2023
<a href="#">Kairos Dance Theater Inc</a>	MA	\$73,305	President	\$13,960	<b>\$12,541</b>	2024
<a href="#">Phoenix Womens Chorus</a>	AZ	\$71,318	Ex Officio	\$15,500	<b>\$14,518</b>	2025
<a href="#">Small Wonder Puppet Theatre Inc</a>	NY	\$97,235	Executive Director	\$55,215	<b>\$49,878</b>	2024
<a href="#">Casoe Inc</a>	MI	\$68,300	Ceostore Manager	\$24,000	<b>\$26,541</b>	2022
<a href="#">Team Sunshine Performance Corp</a>	PA	\$101,673	Co-artistic	\$28,280	<b>\$28,193</b>	2024
<a href="#">Marigold Arts Development Inc</a>	SC	\$103,128	Ceo	\$16,900	<b>\$17,625</b>	2024
<a href="#">Music From China Inc</a>	NY	\$104,010	Executive Director	\$28,200	<b>\$25,474</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chinese Christian Church Music Institute</a>	CA	\$104,020	Admin	\$25,500	<b>\$22,012</b>	2024
<a href="#">Early Era Collective</a>	TX	\$62,422	Artistic Director	\$2,351	<b>\$2,420</b>	2023
<a href="#">Five Myles Inc</a>	NY	\$113,371	Founder	\$50,000	<b>\$45,167</b>	2024
<a href="#">Wake Forest Community Youth Orchestra</a>	NC	\$115,843	Executive Director (Ex-officio)	\$25,440	<b>\$26,278</b>	2024
<a href="#">Korean American Youth Performing</a>	CA	\$116,512	President	\$30,000	<b>\$26,662</b>	2023
<a href="#">Studio Place Arts Inc</a>	VT	\$123,837	Executive Director	\$65,805	<b>\$66,214</b>	2024

**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	22 organizations. Compensation range \$2,420–\$66,214; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$83,397); for reference, expenses \$48,467 and assets \$41,668. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Daniel Knaggs, reported title <i>"President and Artistic Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Daniel Knaggs) 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 22 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,500 is reasonable (approximately the 9<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.