

# Noe Valley Chamber Music

Executive Director / CEO

EIN 943239153  
 CA · NTEE A680  
 FY ending 2025-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Owen Dalby, Executive Director / CEO** (\$74,107) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

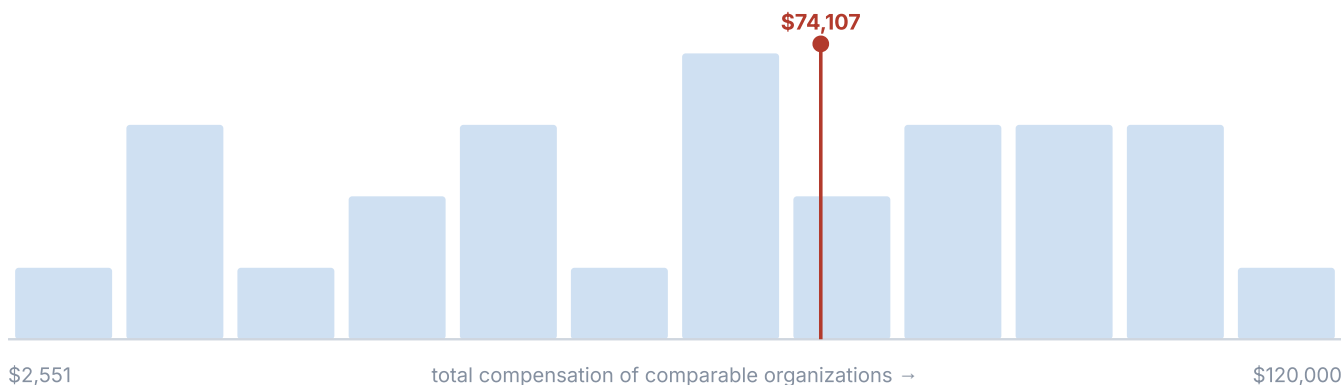
**Benchmarked executive:** Owen Dalby — reported title “Co-Artistic Director and Co-Executive Director, Board Member”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A680).
BUDGET	Total revenue between \$332,025 and \$743,340 — 0.67x to 1.50x the subject's \$495,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68) + CA + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,376	\$40,950	\$67,411	\$90,044	\$104,407	\$74,107
----------	----------	----------	----------	-----------	----------



## ■ 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
<a href="#">Bach Dancing And Dynamite Society Inc</a>	CA	\$496,421	President & Ceo	\$85,532	<b>\$87,795</b>	2024
<a href="#">Ppc Entertainment Inc</a>	CA	\$480,329	Artistic Dir.	\$69,583	<b>\$71,424</b>	2024
<a href="#">The Maestro Foundation</a>	CA	\$516,427	Secretary	\$100,291	<b>\$102,945</b>	2024
<a href="#">Hip Hop For Change Inc</a>	CA	\$523,175	Executive Director	\$48,640	<b>\$49,927</b>	2024
<a href="#">Mercury Soul Inc</a>	CA	\$463,634	Executive Dir.	\$120,000	<b>\$120,000</b>	2025
<a href="#">Art Of Elan</a>	CA	\$461,100	Executive Director	\$78,916	<b>\$81,004</b>	2024
<a href="#">Sam First</a>	CA	\$460,597	Executive & Artistic Director	\$35,305	<b>\$36,239</b>	2024
<a href="#">Young Artists Conservatory Of Music</a>	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	<b>\$29,590</b>	2023
<a href="#">Voices Of Music Inc</a>	CA	\$539,834	Trustee	\$65,673	<b>\$67,411</b>	2024
<a href="#">Guitar Foundation Of America</a>	CA	\$554,451	President	\$20,833	<b>\$21,384</b>	2024
<a href="#">Tahoe School Of Music</a>	CA	\$435,812	Director	\$62,313	<b>\$63,962</b>	2024
<a href="#">Aimusic Us</a>	CA	\$424,303	Executive Director	\$90,750	<b>\$90,750</b>	2025
<a href="#">Jazz At The Ballroom Inc</a>	CA	\$416,145	Executive Direc	\$2,414	<b>\$2,551</b>	2023
<a href="#">Youth Orchestras Of Fresno</a>	CA	\$581,797	Executive Dir.	\$20,215	<b>\$21,363</b>	2023
<a href="#">Kaleidoscope Chamber Orchestra</a>	CA	\$405,189	President	\$40,000	<b>\$42,271</b>	2023
<a href="#">Redtone Records</a>	CA	\$395,896	Ed/pres/boar	\$14,230	<b>\$15,038</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Youth Philharmonic Orchestra</a>	CA	\$595,821	President, Executive Director And Director	\$51,000	<b>\$52,349</b>	2024
<a href="#">Little Village Foundation</a>	CA	\$392,844	Executive Director	\$86,000	<b>\$90,883</b>	2023
<a href="#">Global Arts Corporation</a>	CA	\$380,948	Ceo	\$63,009	<b>\$64,676</b>	2024
<a href="#">Chamber Music Monterey Bay</a>	CA	\$373,584	Operations Manager	\$69,075	<b>\$70,903</b>	2024
<a href="#">Take Me To The River Education</a>	CA	\$368,685	Board Member	\$37,500	<b>\$39,629</b>	2023
<a href="#">Classics For Kids Inc</a>	CA	\$624,909	Executive Dir.	\$89,338	<b>\$89,338</b>	2025
<a href="#">Camarada Inc</a>	CA	\$356,020	Executive Director	\$72,750	<b>\$72,750</b>	2025
<a href="#">Jacarandamusic</a>	CA	\$347,407	Artistic & E	\$48,000	<b>\$49,270</b>	2024
<a href="#">Music At Kohl Mansion Inc</a>	CA	\$336,836	Exec. Dir.	\$90,417	<b>\$95,551</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 27 organizations. Compensation range \$2,551–\$120,000; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$495,560); for reference, expenses \$403,645 and assets \$390,489.

**ROLE MATCH** Owen Dalby, reported title *"Co-Artistic Director and Co-Executive Director, Board Member"*, 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	63 <sup>rd</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 (Owen Dalby) 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 27 similarly situated organizations (Same NTEE sector (A68) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,107 is reasonable (approximately the 63<sup>rd</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.