

Southland Sings

Executive Director / CEO

EIN 954652153
 CA · NTEE A6A0
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Ann C Noriel, Executive Director / CEO** (\$32,866) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Ann C Noriel — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6A0).
BUDGET	Total revenue between \$153,572 and \$343,819 — 0.67x to 1.50x the subject's \$229,213 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6A), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,665	\$8,374	\$15,283	\$29,006	\$53,944	\$32,866
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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
Florida Grand Opera Inc	FL	\$225,354	General Director, Ceo (Thru 10/2023)	\$241,986	\$270,228	2024
New York Chinese Opera Society Inc	NY	\$233,964	Executive Managing Directo	\$7,100	\$7,852	2023
Pacific Musicworks	WA	\$217,957	Artistic Director	\$5,476	\$5,828	2024
Lyric Opera Of The North	MN	\$253,372	Artistic Dir	\$45,600	\$53,562	2024
Opera In Williamsburg Inc	VA	\$265,950	Music Director	\$8,500	\$9,756	2024
Opera Ithaca Incorporated	NY	\$186,663	Managing Director	\$20,838	\$22,383	2024
Boheme Opera Company Inc	NJ	\$183,196	Managing Dir	\$14,400	\$15,283	2024
Young Victorian Theatre Company	MD	\$180,285	Director	\$5,000	\$5,556	2024
Painted Sky Opera Inc	OK	\$281,869	Trustee	\$6,600	\$8,895	2023
The Opera Foundation Inc	NY	\$170,550	Exec. Director	\$12,000	\$12,890	2024
Denver Lyric Opera Guild	CO	\$165,423	Treasurer	\$2,875	\$3,277	2024
Ascanio's Purse	CO	\$154,704	President	\$15,000	\$17,603	2023
The Opera Atelier Inc	FL	\$304,193	Executive Director	\$21,580	\$24,810	2023
Opera Company Of Middlebury	VT	\$317,657	Administrative Director Eff 11/2023 End 3/2024	\$27,750	\$33,202	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nova Center For The Performing Arts	MT	\$335,164	Executive Director	\$43,417	\$54,199	2025

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.

Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$3,277–\$270,228; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$229,213); for reference, expenses \$209,939 and assets \$590,120.
ROLE MATCH	Ann C Noriel, reported title " <i>President</i> ", 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.
OUTLIERS	1 peer 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	73 rd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	73 rd

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 (Ann C Noriel) 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 15 similarly situated organizations (Same NTEE sector (A6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,866 is reasonable (approximately the 73rd 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.