

GENERAL COMPENSATION REPORT

BUDGETS OF \$1,000,000 AND ABOVE



Chorus America provides compensation information for artistic and administrative leaders of choruses within general budget ranges, as well as singer information in aggregate, to our members. This report covers choruses with budgets that range from \$1,016,930 to \$4,246,356.

Average compensation is only one factor among many to be considered. You will want to consider specific job description, duties, responsibilities (number of concerts, rehearsals, and other events, for example), length of service, what others in your own community are paying, and the experience, history, and expectations of your personnel. Benefits such as vacation and health insurance are also important factors.

Guidestar.org may be another helpful source for comparative data points or looking up specific ensembles that are comparable to yours based on data provided on the 990 tax return.

ARTISTIC AND ADMINISTRATIVE LEADER COMPENSATION

The compensation report information is based on the 2022 Chorus Operations Survey Report, with data from the 2020-2021 fiscal year collected via SMU DataArts Cultural Data Profile. You will want to adjust for the intervening year.

The Chorus Operations Survey Report summarizes chorus responses within the Cultural Data Profile regarding volunteer and paid staff. Paid staff might be employees (receiving W2) or independent contractor (receiving a 1099) status. Over half of choruses (65%) reported at least one full or part-time paid staff person. For all respondents, staff configurations were:

Zero paid staff: 35%

Full-Time only: 24%

Part-Time only: 23%

Full and Part Time staff: 18%

For chief artistic leaders (music or artistic directors) in this group, compensation for those who were paid ranged from \$35,000 to \$133,000. The average compensation was \$72,374 and the median was \$77,240. The average was more representative of the group. 88% of the full group were employees (receiving a W2), 12% were independent contractors (receiving a 1099), and none were volunteers. Regarding additional benefits, 77% of the group received health insurance, 77% received a retirement plan, 69% received dental insurance, 46% received life insurance, 38% received long-term disability, 31% received short-term disability, 23% received a structured account mechanism for qualified medical expenses (e.g. HAS, HRA, FSA), 23% received other benefits, and 8% did not receive benefits as part of their compensation package.*

For chief administrative leaders (executive or managing directors) in this group, compensation for those who were paid ranged from \$87,500 to \$300,000. The average compensation was \$149,870 and the median was \$135,584. The median was more representative of the group. 100% of the full group were employees (receiving a W2), none were independent contractors nor volunteers. Regarding additional benefits, 88% of the group received health insurance, 88% received dental insurance, 75% received life insurance, 75% received a retirement plan, 38% received short-term disability, 38% received long-term disability, 31% received a structured account mechanism for qualified medical expenses (e.g. HAS, HRA, FSA), 13% received other types of benefits, and 6% did not receive benefits as part of their compensation package.*

**The COS asked respondents to select all benefits provided for each position. Options given were Health Insurance, Retirement Plan, Dental Insurance, Short-Term Disability, Long-Term Disability, Structured Account Mechanism for Qualified Medical Expenses, Life Insurance, and Other Benefits.*

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CHORAL SINGER COMPENSATION

Of the 101 choruses that responded, 28% reported paying singers in some form (9% as employees receiving W2s and 19% as independent contractors.)

Pay per performance	17%	Pay hourly performance fee	5%
Average Fee	\$185	Median Fee	\$27
Minimum Fee	\$45	Minimum Fee	\$20
Maximum Fee	\$650	Maximum Fee	\$35
Pay per rehearsal	15%	Pay hourly rehearsal fee	8%
Median Fee	\$60	Median Fee	\$31
Minimum Fee	\$35	Minimum Fee	\$20
Maximum Fee	\$175	Maximum Fee	\$50
Pay per recording/broadcast fee	6%	Pay hourly recording/broadcast fee	3%
Median Fee	\$180	Median Fee	\$25
Minimum Fee	\$16	Minimum Fee	\$20
Maximum Fee	\$750	Maximum Fee	\$35
Pay annual salary	1%		
Median Fee	\$47,000		
Minimum Fee	\$47,000		
Maximum Fee	\$47,000		

Find the complete 2022 Chorus Operations Survey Report at:

<https://chorusamerica.org/resource/top-resource/chorus-operations-survey-report-2022>

We hope this data is useful and helps you. If there's anything else we can do to be of service, please don't hesitate to contact us at 202.331.7577 or membership@chorusamerica.org.