

Crimson Band Boosters Club

Executive Director / CEO

EIN 010693999

LA · NTEE A12

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Denise Howell, Executive Director / CEO** (\$4,800) 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 9th percentile of comparable organizations

below the typical range for comparable organizations

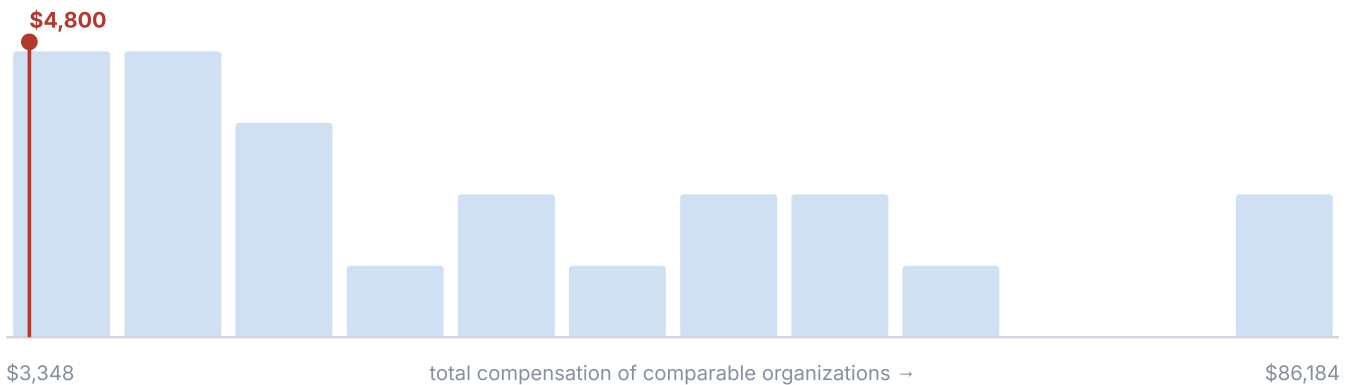
Benchmarked executive: Denise Howell — reported title “Co Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A12).
BUDGET	Total revenue between \$150,909 and \$337,857 — 0.67x to 1.50x the subject's \$225,238 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A12), 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



\$8,099	\$13,545	\$24,753	\$50,899	\$62,726	\$4,800
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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 LA 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
Future Arts	WA	\$223,801	Co-founder	\$4,000	\$3,348	2023
Oregon Parkinson's Warriors	OR	\$218,152	Executive Di	\$9,500	\$8,012	2024
New Orleans Hispanic Heritage	LA	\$210,136	Executive Director	\$63,500	\$63,500	2024
Friends Of Fieldworkers Inc	CA	\$240,549	Executive Director	\$62,696	\$49,166	2024
National Association Of Voice Actors Foundation	CA	\$241,860	President	\$11,000	\$8,881	2023
Musicians Incorporated	LA	\$202,016	Pres./treasurer	\$13,299	\$13,299	2024
Acmp Foundation	NY	\$265,972	Executive Director	\$37,969	\$31,159	2024
Colorado Springs Philharmonic Foundation	CO	\$267,308	President And Ceo	\$13,450	\$11,712	2024
Sonrisas Inc	MA	\$181,256	President	\$17,000	\$14,283	2023
Annies Art Attic Inc	AZ	\$274,610	President	\$24,923	\$22,410	2023
The Ibma Foundation Inc	NC	\$172,650	Executive Director	\$22,000	\$20,644	2024
Arts For Oakland Kids	CA	\$167,807	Executive Dir.	\$5,000	\$3,921	2024
Lakeland Foundation	WA	\$284,403	Executive Director	\$34,207	\$27,096	2025
Region 30 Uil Music	TX	\$293,772	Executive Dir.	\$63,000	\$55,756	2025
Act Foundation Of Teton Valley	ID	\$296,930	Executive Dir.	\$53,163	\$52,877	2023
Walton Arts Center Foundation Inc	AR	\$301,624	Ceo/president	\$35,197	\$35,929	2024
Wayne County Childrens Steam Playlab	OH	\$309,399	President	\$40,351	\$39,959	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Little Exchange Inc	OH	\$309,990	Merchandise Office Manager	\$53,516	\$51,476	2024
Arts For All Inc	OK	\$312,073	Exec. Director	\$17,615	\$17,615	2024
The Nvld Project Inc	NY	\$324,275	Executive Director	\$100,691	\$85,071	2023
Love Our Heros Inc	OH	\$330,261	President	\$16,292	\$15,671	2024
The Maasai Girls Education Fund	DC	\$336,413	Executive Director	\$111,006	\$86,184	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	22 organizations. Compensation range \$3,348–\$86,184; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$225,238); for reference, expenses \$209,114 and assets \$26,773.
ROLE MATCH	Denise Howell, reported title <i>"Co Treasurer"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers 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	9 th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	9 th

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 (Denise Howell) 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 (A12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,800 is reasonable (approximately the 9th 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.