

North Texas Colorguard Association

Executive Director / CEO

EIN 200047381
 TX · NTEE A6C
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Art Grossman, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

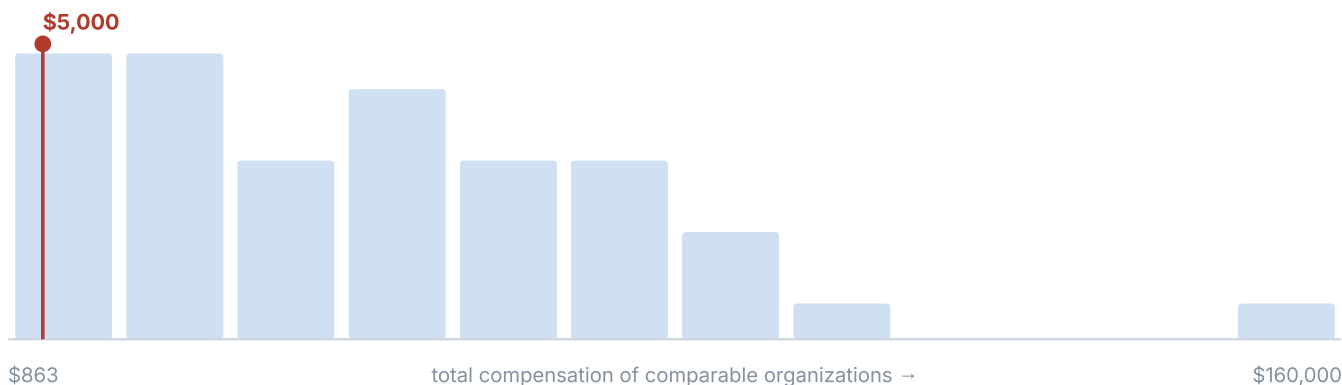
Benchmarked executive: Art Grossman — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6C).
BUDGET	Total revenue between \$198,480 and \$444,358 — 0.67x to 1.50x the subject's \$296,239 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,580	\$19,400	\$40,776	\$62,475	\$85,264	\$5,000
---------	----------	----------	----------	----------	---------



■ 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
The Queer Big Apple Corps Inc	NY	\$300,245	Executive Director	\$101,621	\$94,511	2023
Delirium Musicum	CA	\$289,286	President	\$63,410	\$54,738	2024
Milwaukee Jazz Institute Inc	WI	\$288,509	Executive Dir.	\$60,000	\$62,642	2024
Byron Schenkman & Friends	WA	\$312,706	Executive Dir.	\$38,676	\$34,616	2024
The Louisville Leopard Percussionists	KY	\$313,220	Founder, Director	\$22,500	\$23,543	2025
Allentown Band Inc	PA	\$275,036	Director	\$12,423	\$12,385	2024
Waynesboro Symphony Orchestra Inc	VA	\$317,966	Music Direct	\$23,846	\$23,017	2024
Sun Valley Jazz Jamboree	WA	\$271,187	President	\$28,100	\$25,150	2024
The Vigil Project Inc	LA	\$327,253	Director	\$71,854	\$79,096	2024
City Sound Drum And Bugle Corps	CA	\$265,067	Treasurer	\$1,000	\$863	2024
Chicas Rockeras South East Los Angeles	CA	\$264,873	Director	\$3,525	\$3,133	2023
Ascend Performing Arts Inc	CO	\$264,856	Ceo	\$75,000	\$71,893	2024
Groove Inc	SD	\$328,225	Executive Director	\$43,500	\$47,993	2024
Radiance Ministries	TX	\$262,904	Director	\$160,000	\$160,000	2024
The Raleigh Ringers Inc	NC	\$262,339	Music Direct	\$34,095	\$36,258	2023
Israeli Chamber Project Inc	NY	\$332,660	Vice President	\$80,025	\$72,290	2024
We Always Swing Inc	MO	\$335,970	Exec. Director	\$70,200	\$76,525	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$7,160	2024
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$87,593	2024
Capital City Percussion	OH	\$248,755	President	\$4,950	\$5,241	2024
Delgani String Quartet	OR	\$247,107	Executive Director	\$39,600	\$36,763	2024
Young Chamber Musicians Inc	CA	\$246,549	President	\$5,040	\$4,238	2025
Piedmont Wind Symphony	NC	\$346,466	Executive Di	\$40,520	\$40,776	2025
Cleveland Jazz Orchestra	OH	\$351,397	Executive Di	\$55,000	\$58,235	2024
Avokado Artists Inc	NM	\$236,815	President	\$45,417	\$48,833	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.

■ Sample, role match & sensitivity

PEER COUNT	43 organizations. Compensation range \$863–\$160,000; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$296,239); for reference, expenses \$283,319 and assets \$21,789.
ROLE MATCH	Art Grossman, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	12 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	12 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 (Art Grossman) 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 43 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 12th 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.