

Allentown Band Inc

Executive Director / CEO

EIN 236296472

PA · NTEE A6CZ

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ronald H Demkee, Executive Director / CEO** (\$12,423) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

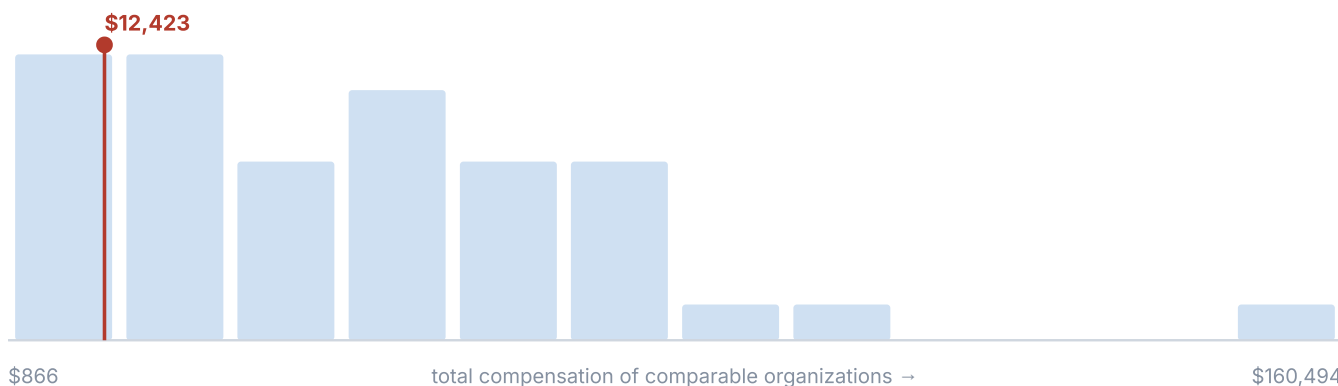
Benchmarked executive: Ronald H Demkee — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A6CZ).
- BUDGET** Total revenue between \$184,274 and \$412,554 — 0.67x to 1.50x the subject's \$275,036 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,429	\$19,037	\$39,537	\$61,963	\$76,762	\$12,423
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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 PA 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
Sun Valley Jazz Jamboree	WA	\$271,187	President	\$28,100	\$25,228	2024
City Sound Drum And Bugle Corps	CA	\$265,067	Treasurer	\$1,000	\$866	2024
Chicas Rockeras South East Los Angeles	CA	\$264,873	Director	\$3,525	\$3,142	2023
Ascend Performing Arts Inc	CO	\$264,856	Ceo	\$75,000	\$72,115	2024
Radiance Ministries	TX	\$262,904	Director	\$160,000	\$160,494	2024
The Raleigh Ringers Inc	NC	\$262,339	Music Direct	\$34,095	\$36,370	2023
Milwaukee Jazz Institute Inc	WI	\$288,509	Executive Dir.	\$60,000	\$62,836	2024
Delirium Musicum	CA	\$289,286	President	\$63,410	\$54,907	2024
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$7,182	2024
North Texas Colorguard Association	TX	\$296,239	President	\$5,000	\$5,015	2024
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$87,863	2024
The Queer Big Apple Corps Inc	NY	\$300,245	Executive Director	\$101,621	\$94,802	2023
Capital City Percussion	OH	\$248,755	President	\$4,950	\$5,257	2024
Delgani String Quartet	OR	\$247,107	Executive Director	\$39,600	\$36,877	2024
Young Chamber Musicians Inc	CA	\$246,549	President	\$5,040	\$4,252	2025
Byron Schenkman & Friends	WA	\$312,706	Executive Dir.	\$38,676	\$34,723	2024
The Louisville Leopard Percussionists	KY	\$313,220	Founder, Director	\$22,500	\$23,615	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Avokado Artists Inc	NM	\$236,815	President	\$45,417	\$48,984	2024
Waynesboro Symphony Orchestra Inc	VA	\$317,966	Music Direct	\$23,846	\$23,088	2024
Denver Municipal Band	CO	\$230,704	Executive Di	\$65,000	\$62,500	2024
Musicians Of Ma'alwyck Inc	NY	\$225,332	Artistic Director	\$47,200	\$42,770	2024
Dolce Suono Ensemble Inc	PA	\$224,288	Executive Director	\$73,325	\$75,491	2023
Vienna Jammers Percussion Ensemble Inc	VA	\$223,789	Executive Dir.	\$42,800	\$41,440	2024
Dallas Chamber Music Society Inc	TX	\$222,869	Executive Dir.	\$60,000	\$61,963	2023
The Vigil Project Inc	LA	\$327,253	Director	\$71,854	\$79,340	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 41 organizations. Compensation range \$866–\$160,494; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$275,036); for reference, expenses \$178,673 and assets \$727,965.

ROLE MATCH Ronald H Demkee, reported title "*DIRECTOR*", 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.**

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	20 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	20 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 (Ronald H Demkee) 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 41 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,423 is reasonable (approximately the 20th 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.