

Tulsa Youth Symphony

Executive Director / CEO

EIN 237431002

OK · NTEE A69Z

FY ending 2023-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Raeann Dowd, Executive Director / CEO** (\$28,500) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Raeann Dowd — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A69Z).

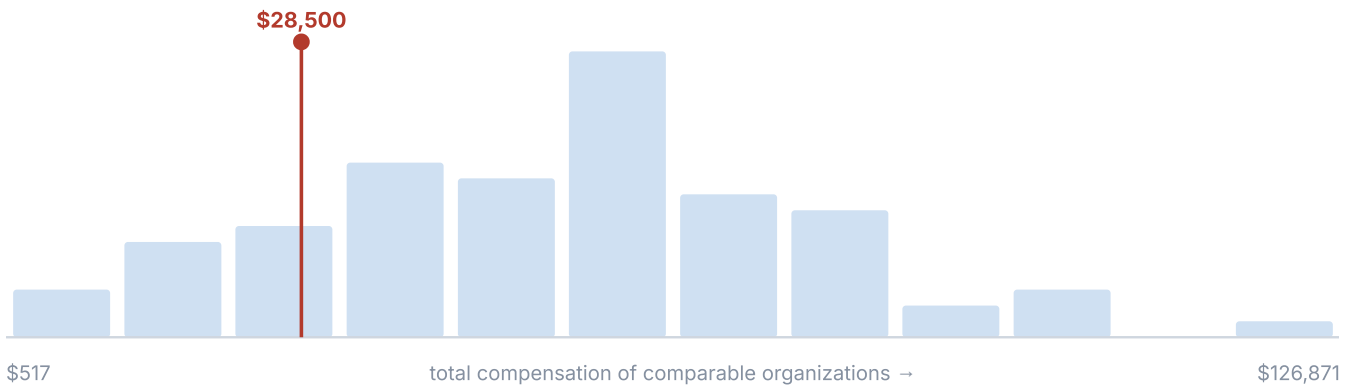
BUDGET Total revenue between \$315,564 and \$706,488 — 0.67x to 1.50x the subject's \$470,992 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

78 organizations qualified on sector, size, and geography

→ **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,190	\$37,580	\$53,795	\$67,095	\$79,602	\$28,500
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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 OK 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
Journey Arts	PA	\$471,130	Exec Directo	\$71,807	\$61,537	2025
Bremerton Symphony Association	WA	\$471,172	Music Direct	\$68,055	\$53,747	2024
Corning Elmira Musical Arts Inc	NY	\$471,515	Executive Dir.	\$72,643	\$56,410	2025
Philadelphia Sinfonia Association	PA	\$469,445	Executive Di	\$61,250	\$55,471	2023
Cayuga Chamber Orchestra Inc	NY	\$467,713	Executive Director	\$56,860	\$45,323	2024
Johns Creek Symphony Orchestra	GA	\$475,812	President	\$3,448	\$3,058	2024
National Symphony Orch Assn Of Washington Dc	DC	\$455,325	Executive Director	\$8,827	\$6,833	2024
The Hendersonville Symphony Orchestra Miami Inc	NC	\$486,821	Executive Di	\$66,000	\$60,155	2024
Orchestra Miami Inc	FL	\$452,261	Artistic/exec D	\$18,000	\$14,916	2024
Aiken Symphony Orchestra	SC	\$446,451	Executive Director	\$37,156	\$33,311	2025
Inside The Orchestra	CO	\$500,639	Exec Director	\$115,544	\$97,730	2024
Street Symphony Project Inc	CA	\$502,791	Ceo	\$113,108	\$86,154	2024
Huntington Symphony Orchestra	WV	\$437,997	Executive Di	\$47,500	\$45,366	2024
Lagrange Symphony Orchestra Inc	GA	\$437,714	Executive Di	\$60,000	\$53,217	2024
Florida Orchestra Association Inc	FL	\$506,095	Executive Director	\$43,400	\$37,026	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tuscaloosa Symphony Association Inc	AL	\$432,019	Executive Director	\$69,652	\$68,336	2023
Citymusic Cleveland Inc	OH	\$430,152	Executive Director	\$75,000	\$72,141	2023
Academy Of Music Of The Paderewski Symphony Orchestra	IL	\$514,194	Bundyra	\$36,388	\$31,556	2024
Bridge Leadership Academy	MO	\$426,622	Ceo	\$83,667	\$80,477	2023
Oregon Symphony Association In Salem	OR	\$424,281	President	\$24,474	\$20,640	2023
Black Pearl Chamber Orchestra Inc	PA	\$415,379	President	\$112,482	\$98,946	2024
The Orchestra & Community Choral	NV	\$414,291	Executiveartistic Director	\$82,532	\$72,974	2024
Student Orchestras Of Greater Olympia	WA	\$529,426	Executive Director	\$39,813	\$31,442	2024
Laporte County Symphony Orchestra	IN	\$531,579	Executive Di	\$60,900	\$55,190	2025
Idaho State Civic Symphony	ID	\$409,838	Executive Di	\$551	\$517	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK cost of living and 2023 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 OK 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 **78** organizations. Compensation range \$517–\$126,871; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$470,992); for reference, expenses \$503,569 and assets \$56,958.
ROLE MATCH	Raeann Dowd, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	15 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	13 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 (Raeann Dowd) 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 78 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,500 is reasonable (approximately the 15th 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.