

Chapparells Baton & Drum Corps Inc

Executive Director / CEO

EIN 341462664
OH · NTEE A6CZ
FY ending 2024-10-31
June 9, 2026

This analysis benchmarks the total compensation of **Ronald Glover, Executive Director / CEO** (\$18,720) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Ronald Glover — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

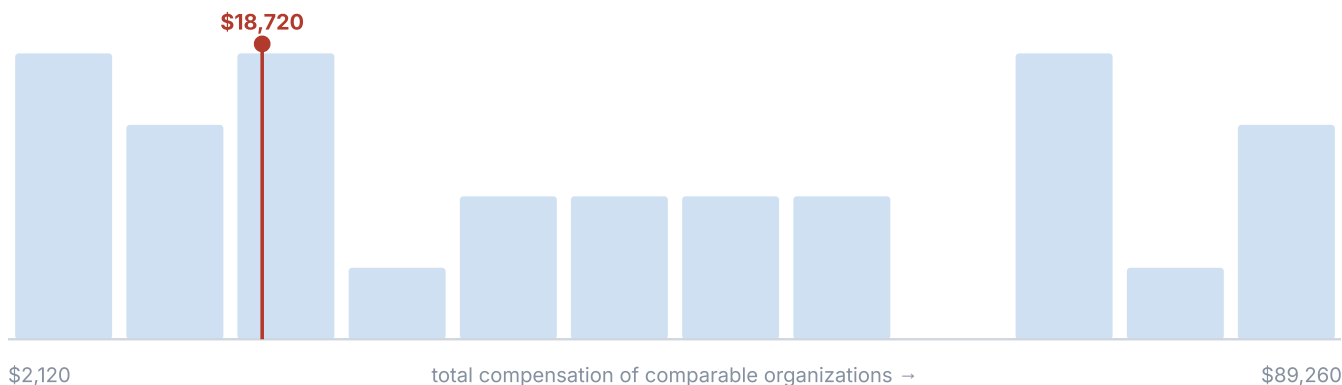
SECTOR Organizations sharing the subject's NTEE classification (A6CZ).

BUDGET Total revenue between \$269,626 and \$603,642 — 0.67x to 1.50x the subject's \$402,428 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,822	\$16,736	\$35,602	\$69,274	\$82,241	\$18,720
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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 OH 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
45th Parallel	OR	\$404,538	Executive Dir.	\$3,322	\$2,837	2025
Musical Instruments N Kids Hands	CA	\$385,911	President	\$17,490	\$14,259	2024
Reno Jazz Orchestra	NV	\$425,240	Executive Di	\$33,900	\$31,256	2025
Chamber Music Unbound	CA	\$426,356	Education Director	\$103,220	\$81,983	2025
Playback Memphis Inc	TN	\$438,456	Executive Director	\$85,300	\$84,654	2024
Akropolis Quintet Inc	MI	\$358,605	Executive Di	\$52,000	\$50,675	2024
Cleveland Jazz Orchestra	OH	\$351,397	Executive Di	\$55,000	\$55,000	2024
Piedmont Wind Symphony	NC	\$346,466	Executive Di	\$40,520	\$38,511	2025
We Always Swing Inc	MO	\$335,970	Exec. Director	\$70,200	\$72,274	2023
International Sejong Soloists Inc	NY	\$472,105	Executive Director	\$10,417	\$9,150	2023
Israeli Chamber Project Inc	NY	\$332,660	Vice President	\$80,025	\$68,274	2024
Groove Inc	SD	\$328,225	Executive Director	\$43,500	\$45,327	2024
The Vigil Project Inc	LA	\$327,253	Director	\$71,854	\$74,702	2024
Walnut Creek Concert Band	CA	\$483,135	Treasurer	\$2,600	\$2,120	2024
Project Music Heals Us Inc	CT	\$483,164	Executive Director	\$11,364	\$10,060	2024
Waynesboro Symphony Orchestra Inc	VA	\$317,966	Music Direct	\$23,846	\$21,738	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Louisville Leopard Percussionists	KY	\$313,220	Founder, Director	\$22,500	\$22,235	2025
Byron Schenkman & Friends	WA	\$312,706	Executive Dir.	\$38,676	\$32,693	2024
The Queer Big Apple Corps Inc	NY	\$300,245	Executive Director	\$101,621	\$89,260	2023
North Texas Colorguard Association	TX	\$296,239	President	\$5,000	\$4,722	2024
Delirium Musicum	CA	\$289,286	President	\$63,410	\$51,697	2024
Peridance Ensemble Ltd The	NY	\$516,224	Acting President	\$19,994	\$17,562	2023
Milwaukee Jazz Institute Inc	WI	\$288,509	Executive Dir.	\$60,000	\$59,162	2024
Metropolis Ensemble Inc	NY	\$518,271	Artistic Direct	\$83,333	\$73,196	2023
Allentown Band Inc	PA	\$275,036	Director	\$12,423	\$11,697	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 28 organizations. Compensation range \$2,120–\$89,260; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$402,428); for reference, expenses \$425,144 and assets \$750,408.

ROLE MATCH Ronald Glover, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	29 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 Glover) 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 28 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,720 is reasonable (approximately the 29th 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.