

Southwest Symphony Orchestra

Executive Director / CEO

EIN 366149245
 IL · NTEE A69Z
 FY ending 2025-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **David Crane, Executive Director / CEO** (\$17,515) against **every comparable organization** that fit the selection criteria — **785** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: David Crane — reported title “Former 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 (A69Z).
BUDGET	Total revenue between \$85,605 and \$191,653 — 0.67x to 1.50x the subject's \$127,769 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

785 organizations qualified on sector, size, and geography → **785** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,884	\$14,310	\$30,846	\$51,385	\$69,429	\$17,515
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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 IL 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
Francis Hardy Center For The Arts	WI	\$127,870	Executive Director	\$50,000	\$54,520	2024
Ihsaa Achieve Foundation	IA	\$127,905	Executive Director	\$56,244	\$64,298	2024
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$665	2024
Museum Of Broadcast Communications	IL	\$127,961	Chairman/treasurer/ceo	\$36,539	\$37,506	2024
Cimarron Heritage Center	OK	\$128,001	Director	\$30,000	\$33,601	2025
The Classical Saxophone Project Inc	NY	\$128,004	President	\$27,500	\$25,946	2024
Musiconnects Inc	MA	\$128,066	Executive Di	\$65,000	\$59,413	2025
Winter Center For Indigenous	NH	\$128,356	President	\$4,204	\$4,344	2022
29 Pieces Amend	TX	\$127,096	Executive Director	\$24,152	\$25,969	2023
San Antonio Conservation Society	TX	\$127,075	Executive Director	\$13,380	\$14,387	2023
Magical Strings Of Youth Nfp	IL	\$128,512	President	\$15,000	\$15,852	2023
Woods Hole Film Festival Inc	MA	\$127,022	Vice President/treasurer	\$46,731	\$42,714	2025
The Living Bible Museum Inc	OH	\$128,599	Trustee	\$12,020	\$13,292	2024
Dance Films Association Inc	NY	\$128,646	Executive Director	\$38,750	\$37,639	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
General John A Logan Museum	IL	\$128,680	Executive Di	\$27,300	\$28,850	2023
7 Rivers Alliance Inc	WI	\$128,687	Executive Di	\$77,942	\$84,988	2024
Museum Of The West Texas Frontier	TX	\$128,710	Director	\$10,615	\$11,087	2024
Southwest Seattle Historical Society	WA	\$128,815	Executive Dir.	\$60,138	\$56,215	2024
Chinese Seattle News	WA	\$126,707	President	\$18,000	\$16,392	2025
Owen News Project Inc	IN	\$126,693	President	\$16,500	\$18,168	2024
Destin Fishing Museum Foundati	FL	\$126,655	Executive Dir	\$45,444	\$44,573	2024
Wildstar Academy	OR	\$128,981	Executive Director	\$6,000	\$5,818	2024
Northern Ohio Children's Performing	OH	\$129,032	Executive Director	\$64,419	\$71,237	2024
Sst Productions	CA	\$126,495	President	\$130,000	\$117,204	2024
Amesbury Carriage Museum Inc	MA	\$126,485	Executive Director	\$37,800	\$35,465	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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 **785** organizations. Compensation range \$271–\$465,421; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$127,769); for reference, expenses \$124,468 and assets \$96,786.

ROLE MATCH	David Crane, reported title " <i>Former Director</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	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 peers 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	27 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 (David Crane) 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 785 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,515 is reasonable (approximately the 30th 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.