

We Always Swing Inc

Executive Director / CEO

EIN 431846886
 MO · NTEE A6C0
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Jon Poses, Executive Director / CEO** (\$70,200) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Jon Poses — reported title “EXEC. DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A6C0).

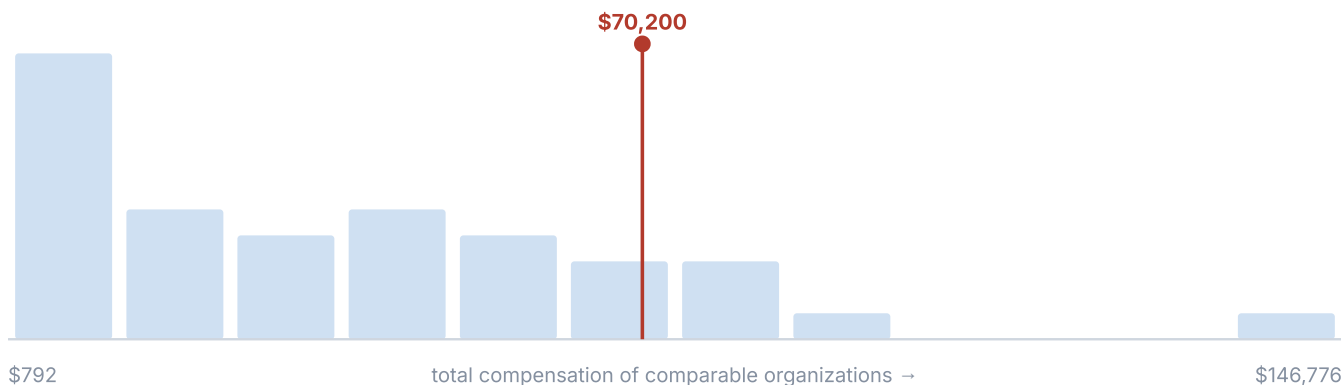
BUDGET Total revenue between \$225,099 and \$503,955 — 0.67x to 1.50x the subject's \$335,970 (the band tightens as size grows).

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

37 organizations qualified on sector, size, and geography

→ **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,482	\$9,771	\$33,262	\$57,158	\$79,920	\$70,200
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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 MO 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
Israeli Chamber Project Inc	NY	\$332,660	Vice President	\$80,025	\$66,315	2024
Groove Inc	SD	\$328,225	Executive Director	\$43,500	\$44,026	2024
The Vigil Project Inc	LA	\$327,253	Director	\$71,854	\$72,559	2024
Piedmont Wind Symphony	NC	\$346,466	Executive Di	\$40,520	\$37,406	2025
Cleveland Jazz Orchestra	OH	\$351,397	Executive Di	\$55,000	\$53,422	2024
Waynesboro Symphony Orchestra Inc	VA	\$317,966	Music Direct	\$23,846	\$21,115	2024
Akropolis Quintet Inc	MI	\$358,605	Executive Di	\$52,000	\$49,221	2024
The Louisville Leopard Percussionists	KY	\$313,220	Founder, Director	\$22,500	\$21,597	2025
Byron Schenkman & Friends	WA	\$312,706	Executive Dir.	\$38,676	\$31,755	2024
The Queer Big Apple Corps Inc	NY	\$300,245	Executive Director	\$101,621	\$86,699	2023
North Texas Colorguard Association	TX	\$296,239	President	\$5,000	\$4,587	2024
Delirium Musicum	CA	\$289,286	President	\$63,410	\$50,214	2024
Milwaukee Jazz Institute Inc	WI	\$288,509	Executive Dir.	\$60,000	\$57,465	2024
Musical Instruments N Kids Hands	CA	\$385,911	President	\$17,490	\$13,850	2024
Allentown Band Inc	PA	\$275,036	Director	\$12,423	\$11,362	2024
Sun Valley Jazz Jamboree	WA	\$271,187	President	\$28,100	\$23,072	2024
Chapparells Baton & Drum Corps Inc	OH	\$402,428	President	\$18,720	\$18,183	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
45th Parallel	OR	\$404,538	Executive Dir.	\$3,322	\$2,757	2025
City Sound Drum And Bugle Corps	CA	\$265,067	Treasurer	\$1,000	\$792	2024
Chicas Rockeras South East Los Angeles	CA	\$264,873	Director	\$3,525	\$2,874	2023
Ascend Performing Arts Inc	CO	\$264,856	Ceo	\$75,000	\$65,951	2024
Radiance Ministries	TX	\$262,904	Director	\$160,000	\$146,776	2024
The Raleigh Ringers Inc	NC	\$262,339	Music Direct	\$34,095	\$33,262	2023
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$6,568	2024
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$80,354	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	37 organizations. Compensation range \$792–\$146,776; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$335,970); for reference, expenses \$290,593 and assets \$294,743.
ROLE MATCH	Jon Poses, reported title "EXEC. DIRECTOR", 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	84 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	84 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 (Jon Poses) 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 10, 2026, comparing compensation against 37 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,200 is reasonable (approximately the 84th 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 10, 2026.