

Lake Washington Symphony Orche

Executive Director / CEO

EIN 454898098

WA · NTEE A69

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Mary Kantor, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

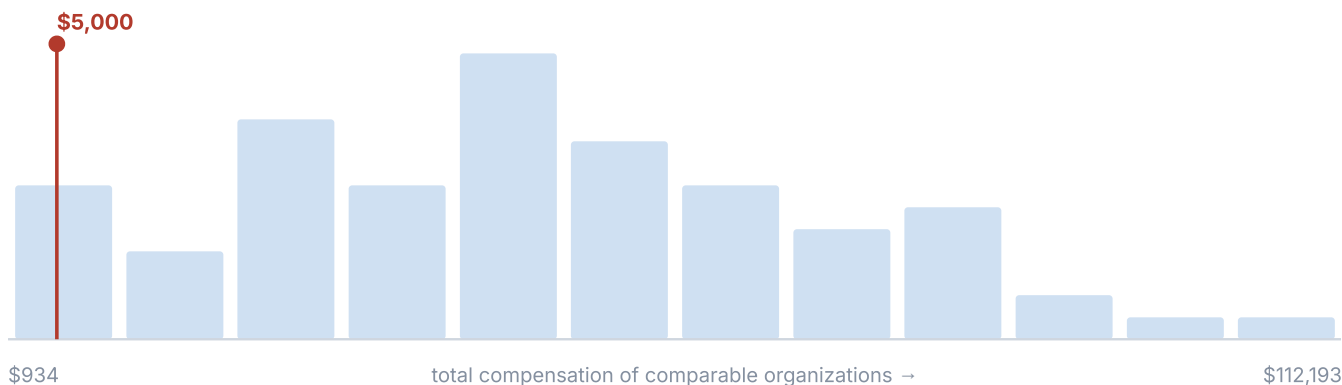
Benchmarked executive: Mary Kantor — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69).
BUDGET	Total revenue between \$170,108 and \$380,841 — 0.67x to 1.50x the subject's \$253,894 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,084	\$27,667	\$45,133	\$61,458	\$76,339	\$5,000
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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 WA 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
Kennett Symphony Of Chester County	PA	\$254,669	Music Direct	\$29,154	\$33,432	2023
Bemidji Symphony Orchestra	MN	\$249,976	Executive Di	\$43,728	\$47,017	2025
Oregon East Symphony	OR	\$248,785	President	\$900	\$934	2024
North Charleston Pops	SC	\$260,852	Executive Dir.	\$16,667	\$19,994	2023
Douglas County Youth Orchestra Inc	CO	\$246,704	Director	\$44,136	\$46,051	2025
Black Hills Symphony Orchestra Society	SD	\$246,108	Executive Director	\$33,099	\$39,749	2025
Ashland Symphony Orchestra	OH	\$262,008	Executive Di	\$44,582	\$52,741	2024
Arapahoe Philharmonic Inc	CO	\$245,061	Executive Di	\$73,163	\$80,672	2023
Jacksonville Symphony Society	IL	\$263,856	Executive Director	\$6,070	\$6,665	2024
Chamber Music Oc	CA	\$243,060	Executive Dir.	\$10,580	\$10,506	2023
Catskill Symphony Orchestra	NY	\$266,367	Executive Dir.	\$35,000	\$35,325	2024
Lyra	MN	\$267,342	Players Representative	\$2,000	\$2,207	2024
Macon Pops Inc	GA	\$239,728	Ceo	\$48,500	\$56,078	2023
Metropolitan Youth Symphony Inc	MI	\$236,483	Executive Director	\$37,451	\$42,063	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minot Symphony Association Inc	ND	\$271,643	Executive Director	\$55,200	\$67,660	2024
Symphony Of The Redwoods	CA	\$234,665	Executive Director	\$16,402	\$16,286	2023
South Coast Symphony	CA	\$234,409	Ceo	\$23,332	\$22,503	2024
East County Youth Symphony	CA	\$233,133	Executive Director	\$44,000	\$43,691	2023
Pioneer Valley Symphony Inc	MA	\$275,255	Executive Director	\$38,750	\$40,042	2023
Experiential Orchestra Inc	NY	\$230,111	General Manager	\$4,500	\$4,542	2024
Columbia Gorge Orchestra Association	OR	\$230,007	Artistic Chair Sinfonietta Dir	\$5,500	\$5,558	2025
Huntsville Youth Orchestra Inc	AL	\$228,701	Executive Dir	\$16,000	\$19,877	2023
Arizona Philharmonic Inc	AZ	\$228,246	Executive Dir.	\$25,000	\$26,855	2024
Portland Chamber Music Festival	ME	\$228,015	Executive Director	\$40,404	\$46,524	2023
Monterey County Pops	CA	\$225,001	Executive Director	\$18,337	\$18,208	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **72** organizations. Compensation range \$934–\$112,193; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$253,894); for reference, expenses \$506,785 and assets \$562,902. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mary Kantor, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	4 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 (Mary Kantor) 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 72 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 4th 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.