

# Vienna Jammers Percussion Ensemble Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **David L Reynolds Jr, Executive Director / CEO** (\$42,800) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** David L Reynolds Jr — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A6C).

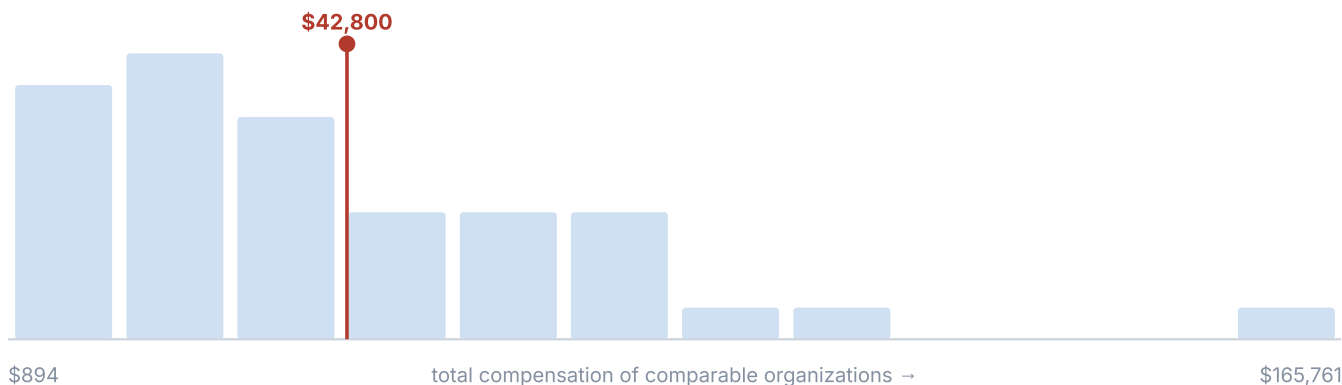
**BUDGET** Total revenue between \$149,938 and \$335,683 — 0.67x to 1.50x the subject's \$223,789 (the band tightens as size grows).

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

**39** organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,059	\$17,861	\$37,564	\$60,353	\$78,764	\$42,800
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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 VA 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
<a href="#">Dolce Suono Ensemble Inc</a>	PA	\$224,288	Executive Director	\$73,325	<b>\$77,969</b>	2023
<a href="#">Dallas Chamber Music Society Inc</a>	TX	\$222,869	Executive Dir.	\$60,000	<b>\$63,996</b>	2023
<a href="#">Musicians Of Ma'alwyck Inc</a>	NY	\$225,332	Artistic Director	\$47,200	<b>\$44,173</b>	2024
<a href="#">Villa Sinfonia Foundation</a>	CA	\$220,620	President	\$27,000	<b>\$24,860</b>	2023
<a href="#">Denver Municipal Band</a>	CO	\$230,704	Executive Di	\$65,000	<b>\$64,551</b>	2024
<a href="#">El Cerrito Band Association</a>	CA	\$214,748	Director	\$5,250	<b>\$4,574</b>	2025
<a href="#">Mcm Productions</a>	TN	\$212,044	Executive Director	\$16,225	<b>\$17,208</b>	2025
<a href="#">Avokado Artists Inc</a>	NM	\$236,815	President	\$45,417	<b>\$50,592</b>	2024
<a href="#">Boise Baroque Inc</a>	ID	\$203,674	Executive Director	\$36,000	<b>\$40,834</b>	2023
<a href="#">Cavani String Quartet</a>	OH	\$202,846	Treasurer	\$17,410	<b>\$19,662</b>	2023
<a href="#">Young Chamber Musicians Inc</a>	CA	\$246,549	President	\$5,040	<b>\$4,391</b>	2025
<a href="#">Delgani String Quartet</a>	OR	\$247,107	Executive Director	\$39,600	<b>\$38,087</b>	2024
<a href="#">Capital City Percussion</a>	OH	\$248,755	President	\$4,950	<b>\$5,430</b>	2024
<a href="#">Sacramento Jazz Education Foundation</a>	CA	\$198,559	Executive Director	\$52,382	<b>\$46,846</b>	2024
<a href="#">Jazz Angel Inc</a>	CA	\$252,644	Executive Dir.	\$101,471	<b>\$90,747</b>	2024
<a href="#">Boxley Music Fund</a>	WA	\$256,240	Chairman	\$8,000	<b>\$7,418</b>	2024
<a href="#">Wichita Falls Youth Symphony Orchestra</a>	TX	\$189,592	Executive Director	\$38,333	<b>\$39,713</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Raleigh Ringers Inc</a>	NC	\$262,339	Music Direct	\$34,095	<b>\$37,564</b>	2023
<a href="#">Radiance Ministries</a>	TX	\$262,904	Director	\$160,000	<b>\$165,761</b>	2024
<a href="#">Ascend Performing Arts Inc</a>	CO	\$264,856	Ceo	\$75,000	<b>\$74,482</b>	2024
<a href="#">Chicas Rockeras South East Los Angeles</a>	CA	\$264,873	Director	\$3,525	<b>\$3,245</b>	2023
<a href="#">City Sound Drum And Bugle Corps</a>	CA	\$265,067	Treasurer	\$1,000	<b>\$894</b>	2024
<a href="#">Miami Chamber Music Society</a>	FL	\$178,365	Artistic Director	\$30,000	<b>\$29,188</b>	2024
<a href="#">Kadima Conservatory Of Music Inc</a>	CA	\$177,171	Ceo	\$19,582	<b>\$17,512</b>	2024
<a href="#">Sun Valley Jazz Jamboree</a>	WA	\$271,187	President	\$28,100	<b>\$26,056</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	39 organizations. Compensation range \$894–\$165,761; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$223,789); for reference, expenses \$195,003 and assets \$296,000.
ROLE MATCH	David L Reynolds Jr, reported title <i>"Executive Dir."</i> , 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	62 <sup>nd</sup>
All sources (D + E + F), adjusted	62 <sup>nd</sup>

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 L Reynolds Jr) 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 39 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,800 is reasonable (approximately the 62<sup>nd</sup> 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.