

Olathe Youth Symphony Association

Executive Director / CEO

EIN 481135532

KS · NTEE A69

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Randy Detrick, Executive Director / CEO** (\$6,500) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Randy Detrick — reported title “Music 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

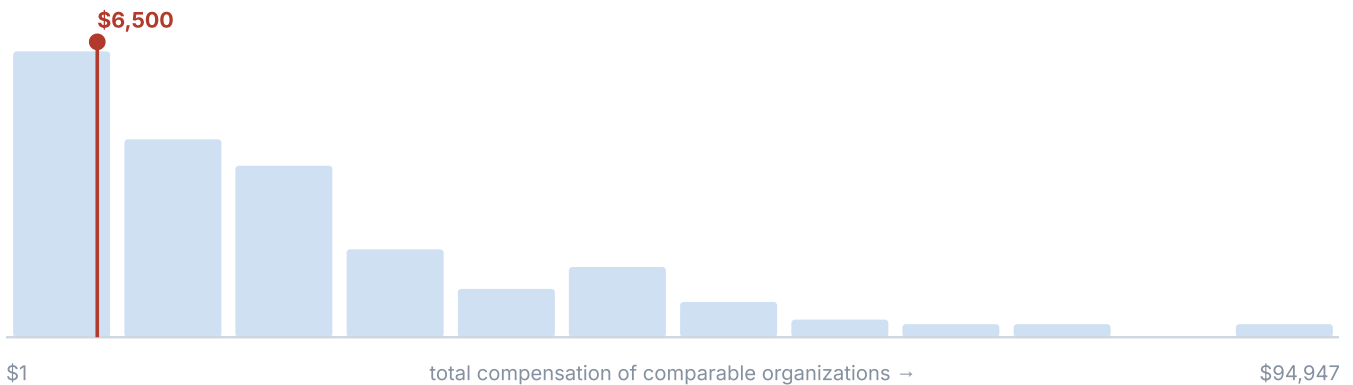
SECTOR Organizations sharing the subject's NTEE classification (A69).

BUDGET Total revenue between \$36,257 and \$81,174 — 0.67x to 1.50x the subject's \$54,116 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

217 organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,750	\$6,373	\$15,482	\$27,214	\$45,319	\$6,500
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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 KS 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
Juneteenth Festival Inc	NY	\$54,055	Office Clerk	\$12,352	\$10,605	2024
Zumix Firehouse Inc	MA	\$54,182	Clerk	\$8,417	\$7,187	2024
The Society For The Restoration Of The Gary Bathing Beach Aquatorium	IN	\$54,419	Manager	\$12,962	\$13,371	2023
Good News Unlimited	CA	\$54,482	President	\$25,144	\$21,239	2023
Sandhills Family Heritage Association	NC	\$53,524	Executive Director	\$17,854	\$17,528	2024
The Houston Center For After School Jazz Programs	TX	\$55,008	Musician	\$1,950	\$1,854	2024
Timeless Melodies Fnd For Education Inc	CA	\$55,035	Executive Direc	\$23,750	\$18,983	2025
Club Portuguese Of Stockton California	CA	\$55,235	Secretary	\$1,200	\$1,013	2023
Beethoven Festival Orchestra Inc	NY	\$52,957	President	\$2,000	\$1,717	2024
Ingersoll Gender Center	WA	\$52,906	Executive Director	\$108,414	\$94,947	2023
Educational Center For The Blind And The Handicapped Of Puerto Rico	PR	\$52,731	Director	\$3,551	\$3,753	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Story Preservation Initiative	NH	\$55,576	Executive Director	\$26,918	\$24,313	2023
Saecula Choir Foundation Inc	CT	\$52,519	President	\$16,000	\$14,253	2024
Pearl's Serenity House	PA	\$52,498	President	\$45,100	\$43,995	2023
Western North Carolina Journalism	NC	\$55,767	Executive Director	\$53,333	\$52,359	2024
Evansville Civic Theatre Inc	IN	\$52,360	Managing Artist Director	\$14,216	\$13,877	2025
Shands Auxiliary Inc	FL	\$52,360	Chairman/president/ceo Shands Teaching Hospital & Clinics (Thru July 2022)	\$38,142	\$35,050	2023
Li Huasheng Art Foundation	WA	\$51,846	Director	\$37,500	\$31,899	2024
Grand Foundation	CA	\$51,548	Administrative Assistant	\$19,822	\$15,844	2025
Arts With Others	CA	\$51,507	President	\$30,000	\$25,340	2023
Upper Ohio Valley Italian Heritage	WV	\$51,476	Coordinator	\$15,050	\$15,482	2024
Northview Education Foundation	MI	\$51,425	Executive Director	\$19,200	\$18,829	2024
Sherwood Forest Foundation	MO	\$56,861	Executive Director	\$42,364	\$43,891	2023
216 E Washington Blvd Foundation	IN	\$56,979	Treasurer	\$1,000	\$1,032	2023
Central Texas Musical Arts	TX	\$57,008	Music And Artistic Director	\$5,430	\$5,161	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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

KS 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	217 organizations. Compensation range \$1-\$94,947; filing years 2021-2025.
SIZE BASIS	Matched on total revenue (\$54,116); for reference, expenses \$41,536 and assets \$114,690.
ROLE MATCH	Randy Detrick, reported title " <i>Music 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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 peers fall outside 1.5x 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	25 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	24 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 (Randy Detrick) 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 217 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,500 is reasonable (approximately the 25th 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.