

Manassas Community Chorale Inc

Executive Director / CEO

EIN 541902871

VA · NTEE A60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Blanchard, Executive Director / CEO** (\$9,171) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

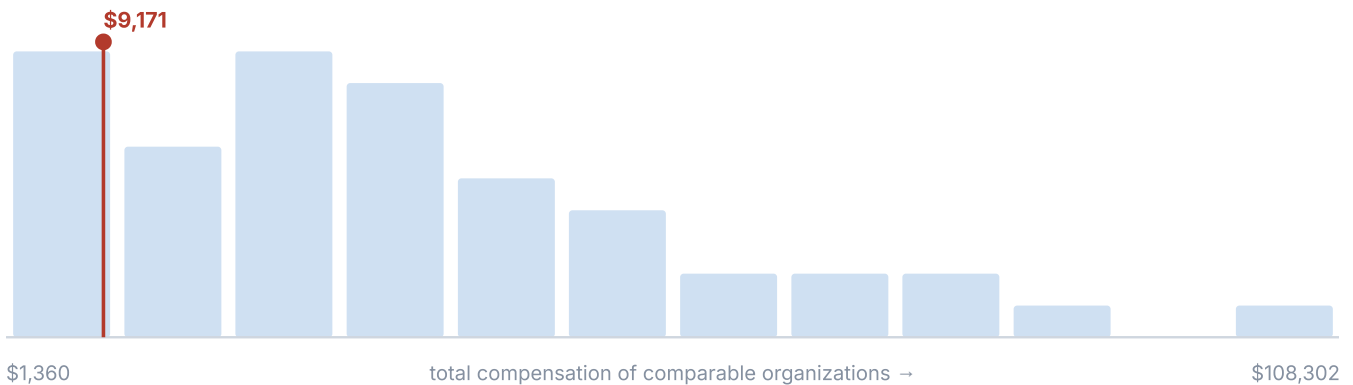
Benchmarked executive: Jennifer Blanchard — reported title “Executive Director and VU Coordinator”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

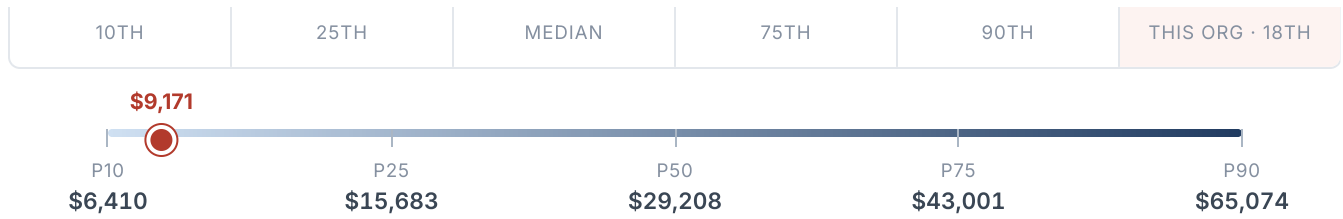
SECTOR	Organizations sharing the subject's NTEE classification (A60).
BUDGET	Total revenue between \$98,415 and \$220,333 — 0.67x to 1.50x the subject's \$146,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

49 organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,410	\$15,683	\$29,208	\$43,001	\$65,074	\$9,171
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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
Boerne Performing Arts	TX	\$146,986	Artistic/tech Coordinator	\$20,000	\$20,720	2024
California Music Center	CA	\$148,884	Execdir To 6	\$42,461	\$37,974	2024
Inta Inc	NY	\$149,778	Artistic Director	\$83,662	\$80,610	2023
Youth Excellence Performing Arts Workshop	OH	\$137,763	Executive Director	\$29,565	\$32,431	2024
Chestnut Fine Arts Center Inc	KS	\$162,453	Executive Director	\$77,737	\$89,548	2023
The Gerald Arpino Foundation	IL	\$162,771	Executive Director	\$6,750	\$7,075	2023
Northern Lights Arts Council Inc	ND	\$167,052	Executive Director	\$6,000	\$6,643	2025
Nautilus Music Theater	MN	\$168,127	President & Artistic Director	\$34,533	\$35,340	2024
The Golandsky Institute Inc	NY	\$125,617	President	\$16,635	\$16,028	2023
Studio Place Arts Inc	VT	\$123,837	Executive Director	\$65,805	\$68,598	2024
Dance Wisconsin Inc	WI	\$172,236	Director	\$5,200	\$5,480	2025
Soli Chamber Ensemble	TX	\$176,756	Managing Director	\$39,301	\$39,667	2025
Songbird Multimedia And Performing Arts Foundation	AR	\$176,810	President	\$17,925	\$21,483	2023
Korean American Youth Performing	CA	\$116,512	President	\$30,000	\$27,622	2023
Disco Riot	CA	\$177,873	President	\$18,000	\$15,683	2025
Wake Forest Community Youth Orchestra	NC	\$115,843	Executive Director (Ex-officio)	\$25,440	\$27,224	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Phfft Company Inc	WA	\$178,138	President	\$46,374	\$43,001	2024
Off Broadway Theatre Inc	UT	\$178,792	Artistic Dir	\$43,440	\$46,046	2024
Five Myles Inc	NY	\$113,371	Founder	\$50,000	\$46,794	2024
I Sound Performing Arts	CA	\$181,555	Executive Dir	\$3,500	\$3,130	2024
51 Walden Inc	MA	\$187,311	Secretary And Director	\$38,521	\$34,927	2025
Instaballet	OR	\$188,635	Executive Di	\$63,580	\$59,575	2025
Chinese Christian Church Music Institute	CA	\$104,020	Admin	\$25,500	\$22,805	2024
Music From China Inc	NY	\$104,010	Executive Director	\$28,200	\$26,392	2024
Marigold Arts Development Inc	SC	\$103,128	Ceo	\$16,900	\$18,260	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.

Sample, role match & sensitivity

PEER COUNT	49 organizations. Compensation range \$1,360–\$108,302; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$146,889); for reference, expenses \$169,478 and assets \$104,764.
ROLE MATCH	Jennifer Blanchard, reported title <i>"Executive Director and VU Coordinator"</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 2 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	18 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	18 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 (Jennifer Blanchard) 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 49 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,171 is reasonable (approximately the 18th 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.