

Association Of Texas Small School Bands

Executive Director / CEO

EIN 752378100
TX · NTEE B80M
FY ending 2025-07-31
June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Griffin, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Kenneth Griffin — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B80M).

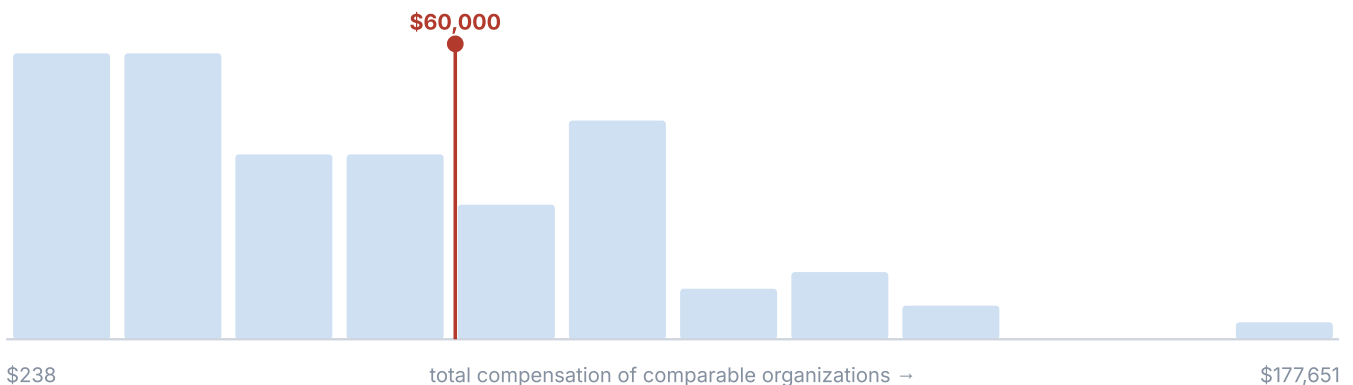
BUDGET Total revenue between \$189,004 and \$423,144 — 0.67x to 1.50x the subject's \$282,096 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B80), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography

→ **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,037	\$18,452	\$42,121	\$77,240	\$92,340	\$60,000
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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 TX 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
Project Ledo	OR	\$282,845	President & Executive Director	\$87,629	\$83,505	2024
Heritage Instructional Services	MD	\$288,183	Program Admin	\$27,736	\$25,922	2025
Families Aspiring In Trust And Holiness Catholic Home Education Community I	FL	\$275,438	Officer	\$16,440	\$15,848	2024
Mz Goose Inc	FL	\$274,308	Ceo President	\$4,326	\$4,170	2024
The Summer Institute Inc	TX	\$271,230	Treasurer, Executive Director	\$18,462	\$18,462	2025
Making The Right Connections Inc	CA	\$269,550	President & Ceo	\$27,999	\$24,809	2024
College Athletic Trainer's Society	TN	\$294,973	Executive Director	\$21,000	\$22,651	2024
Capital Foundation Of New York Inc	NY	\$268,835	President And Director	\$4,603	\$4,268	2024
Inspirational Workshops	WA	\$296,025	Founder & Ceo	\$92,096	\$87,109	2023
The Attitude Is Everything Foundation	AZ	\$267,282	Executive Director	\$47,687	\$47,061	2024
Mifal Hafatza Inc	NY	\$266,922	President	\$24,000	\$22,254	2024
Shared Harvest Foundation Inc	CA	\$298,640	President	\$94,635	\$83,854	2024
Pops Passion	NC	\$261,995	Executive Dir.	\$77,500	\$84,598	2023
Lompoc Teen Center	CA	\$303,847	Executive Director	\$46,172	\$42,121	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crowd To Community Inc	AZ	\$304,114	Ceo Director	\$102,804	\$104,450	2023
Naturopathic Medical Student Association	OR	\$304,466	Executive Director	\$28,575	\$27,230	2024
University At Albany	NY	\$305,041	President (To May)	\$250	\$238	2023
Associated Students Of Whittier College	CA	\$258,096	President	\$5,349	\$4,880	2023
Columbia Uplift Inc	IL	\$257,902	President	\$4,800	\$4,842	2024
Friends Of Infinity Acres Ranch Inc	VA	\$306,990	Executive Director	\$66,000	\$65,391	2024
Youth Farm Project Inc	NY	\$307,766	Co-director Of Education	\$72,927	\$69,619	2023
Nassau-suffolk Performing Arts Ltd	NY	\$308,214	Secretary & Treasurer	\$28,000	\$25,963	2024
Indiana Council On Educating	IN	\$308,662	Executive Di	\$72,000	\$77,913	2024
Allied Resources For Children Inc	NJ	\$309,139	Treasurer	\$7,200	\$6,426	2025
Oakland Homeschool Music Inc	MI	\$254,609	President / Ceo	\$14,788	\$16,126	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **87** organizations. Compensation range \$238–\$177,651; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$282,096); for reference, expenses \$255,879 and assets \$526,988.
ROLE MATCH	Kenneth Griffin, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers 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	66 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	59 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 (Kenneth Griffin) 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 87 similarly situated organizations (Same NTEE sector (B80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 66th 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.