

Wichita Falls Youth Symphony Orchestra

Executive Director / CEO

EIN 752610910

TX · NTEE A6CM

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Janelle Olson, Executive Director / CEO** (\$38,333) against **every comparable organization** that fit the selection criteria — **32** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

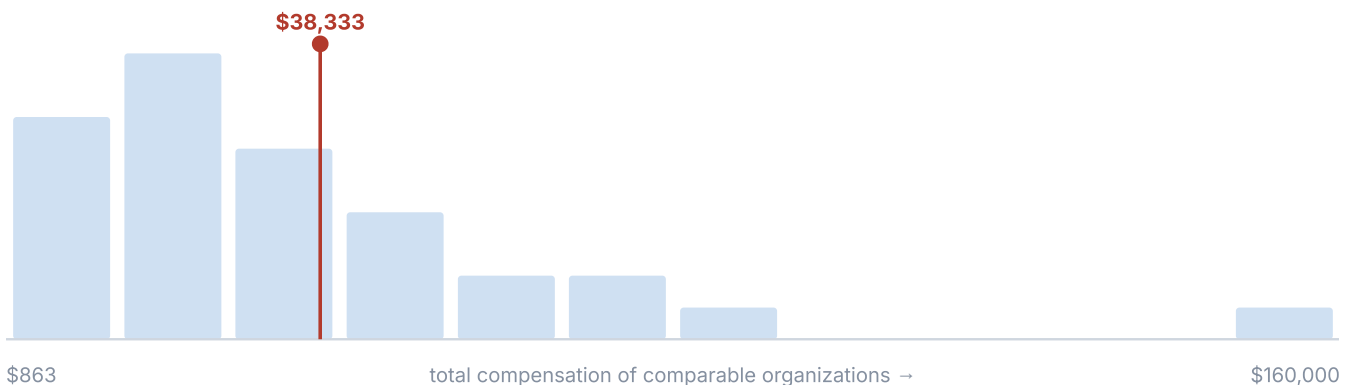
Benchmarked executive: Janelle Olson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A6CM).
BUDGET	Total revenue between \$127,026 and \$284,388 — 0.67x to 1.50x the subject's \$189,592 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A6C), nationwide + budget 0.67–1.5x revenue.

32 organizations qualified on sector, size, and geography → **32** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,498	\$16,252	\$26,864	\$43,283	\$70,934	\$38,333
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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
Sacramento Jazz Education Foundation	CA	\$198,559	Executive Director	\$52,382	\$45,218	2024
Miami Chamber Music Society	FL	\$178,365	Artistic Director	\$30,000	\$28,174	2024
Kadima Conservatory Of Music Inc	CA	\$177,171	Ceo	\$19,582	\$16,904	2024
Cavani String Quartet	OH	\$202,846	Treasurer	\$17,410	\$18,978	2023
Boise Baroque Inc	ID	\$203,674	Executive Director	\$36,000	\$39,415	2023
Renovare Music Inc	OH	\$174,055	Executive Director	\$36,000	\$39,243	2023
Mcm Productions	TN	\$212,044	Executive Director	\$16,225	\$16,610	2025
El Cerrito Band Association	CA	\$214,748	Director	\$5,250	\$4,415	2025
Carpe Diem String Quartet	OH	\$162,448	Trustee	\$16,600	\$17,576	2024
Klezmer Music Foundation	IL	\$161,844	President	\$26,000	\$25,553	2024
Villa Sinfonia Foundation	CA	\$220,620	President	\$27,000	\$23,996	2023
Dallas Chamber Music Society Inc	TX	\$222,869	Executive Dir.	\$60,000	\$61,772	2023
Vienna Jammers Percussion Ensemble Inc	VA	\$223,789	Executive Dir.	\$42,800	\$41,312	2024
Dolce Suono Ensemble Inc	PA	\$224,288	Executive Director	\$73,325	\$75,259	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Musicians Of Ma'alwyck Inc	NY	\$225,332	Artistic Director	\$47,200	\$42,638	2024
Denver Municipal Band	CO	\$230,704	Executive Di	\$65,000	\$62,308	2024
Avokado Artists Inc	NM	\$236,815	President	\$45,417	\$48,833	2024
Mistral Music Inc	MA	\$137,198	Artistic Director	\$20,250	\$17,722	2025
Center For Music By People With Disabilities	MT	\$135,967	Executive Director Non Voting Member Of The Board	\$36,000	\$38,794	2024
Young Chamber Musicians Inc	CA	\$246,549	President	\$5,040	\$4,238	2025
Delgani String Quartet	OR	\$247,107	Executive Director	\$39,600	\$36,763	2024
Capital City Percussion	OH	\$248,755	President	\$4,950	\$5,241	2024
Magical Strings Of Youth Nfp	IL	\$128,512	President	\$15,000	\$15,178	2023
Jazz Angel Inc	CA	\$252,644	Executive Dir.	\$101,471	\$87,593	2024
Boxley Music Fund	WA	\$256,240	Chairman	\$8,000	\$7,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 32 organizations. Compensation range \$863–\$160,000; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$189,592); for reference, expenses \$196,174 and assets \$135,431.

ROLE MATCH Janelle Olson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	59 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	59 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 (Janelle Olson) 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 32 similarly situated organizations (Same NTEE sector (A6C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,333 is reasonable (approximately the 59th 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.