

# Capitol Hill Jazz Foundation

Executive Director / CEO

EIN 815436769

DC · NTEE A68

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Herbert Scott, Executive Director / CEO** (\$46,519) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

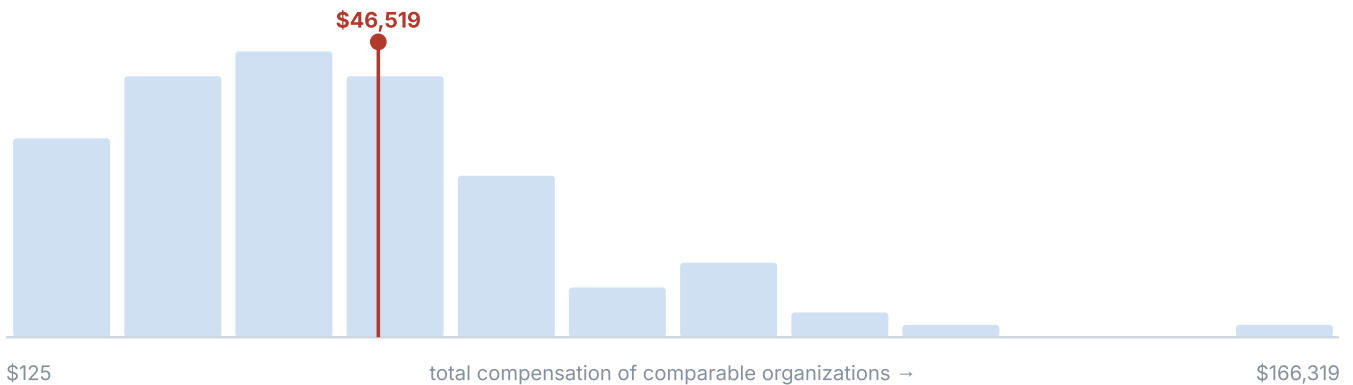
**Benchmarked executive:** Herbert Scott — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$121,464 and \$271,936 — 0.67x to 1.50x the subject's \$181,291 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

**108** organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,976	\$21,675	\$37,493	\$53,814	\$81,671	<b>\$46,519</b>
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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 DC 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="#">Alabama June Jam Inc</a>	AL	\$180,835	Executive Officer	\$75,000	<b>\$87,372</b>	2025
<a href="#">Roots Of American Music</a>	OH	\$183,683	Executive Di	\$70,000	<b>\$82,064</b>	2024
<a href="#">Hill Country Youth Orchestras Inc</a>	TX	\$185,192	Executive Director	\$41,166	<b>\$45,580</b>	2024
<a href="#">Women In Music Inc</a>	NY	\$185,771	President	\$12,000	<b>\$12,003</b>	2024
<a href="#">Washington Metropolitan</a>	VA	\$187,379	Executive Di	\$30,000	<b>\$32,062</b>	2024
<a href="#">Laguna Beach Live</a>	CA	\$174,133	Ceo	\$42,000	<b>\$40,143</b>	2024
<a href="#">Sacraprofana Inc</a>	CA	\$188,463	Director	\$2,000	<b>\$1,968</b>	2023
<a href="#">Texas Early Music Project</a>	TX	\$172,531	Artistic Director	\$24,550	<b>\$31,465</b>	2021
<a href="#">Red Cedar Chamber Music</a>	IA	\$190,279	Executive Di	\$37,561	<b>\$45,522</b>	2024
<a href="#">Indexical Inc</a>	CA	\$171,200	Executive Di	\$48,954	<b>\$46,790</b>	2024
<a href="#">The Coleman Chamber Music Association</a>	CA	\$171,101	Executive Director	\$85,273	<b>\$81,503</b>	2024
<a href="#">Joy For Generations</a>	TN	\$191,568	President	\$10,200	<b>\$12,218</b>	2023
<a href="#">Women In The Arts Inc National Womens</a>	IL	\$170,731	President	\$2,800	<b>\$3,137</b>	2023
<a href="#">Tunefoolery Music Inc</a>	MA	\$170,482	Sec. (From 11/2024) (Treas. Prior)/co-exec. Dir.	\$13,060	<b>\$12,655</b>	2025
<a href="#">St Marys Music Academy</a>	NC	\$170,173	Director	\$33,000	<b>\$37,741</b>	2024
<a href="#">New Choral Society Of Central Westchester</a>	NY	\$193,599	Executive Director	\$18,500	<b>\$19,050</b>	2023
<a href="#">Anthropos Arts</a>	TX	\$195,584	Executive Officer	\$58,333	<b>\$64,587</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Camfel Productions Inc</a>	CA	\$166,635	President	\$53,677	<b>\$51,304</b>	2024
<a href="#">International Association Of Music Libraries Archives &amp; Documentation</a>	WI	\$164,970	Secretary General	\$2,165	<b>\$2,503</b>	2024
<a href="#">Make Music Nola</a>	LA	\$197,775	Executive Director	\$90,268	<b>\$107,184</b>	2025
<a href="#">Beale Street Caravan Inc</a>	TN	\$163,951	Exec. Dir.	\$48,750	<b>\$58,395</b>	2023
<a href="#">International Horn Society</a>	CA	\$199,373	Executive Director	\$44,000	<b>\$42,055</b>	2024
<a href="#">The Spk Academy Of Music Inc</a>	AZ	\$199,553	Director	\$27,300	<b>\$29,061</b>	2024
<a href="#">Oil Region Music Preservation Museum</a>	PA	\$162,981	Director	\$42,000	<b>\$46,360</b>	2024
<a href="#">Indian Music Society Of Houston</a>	TX	\$200,686	Tabla Teacher	\$145,904	<b>\$166,319</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2023 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 DC 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	<b>108</b> organizations. Compensation range \$125–\$166,319; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$181,291); for reference, expenses \$181,298 and assets \$2,161.
ROLE MATCH	Herbert Scott, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS**      3 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</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 (Herbert Scott) 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 108 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,519 is reasonable (approximately the 63<sup>rd</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.