

This analysis benchmarks the total compensation of **Simona James Wright, Executive Director / CEO** (\$32,092) against **every comparable organization** that fit the selection criteria — **176** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

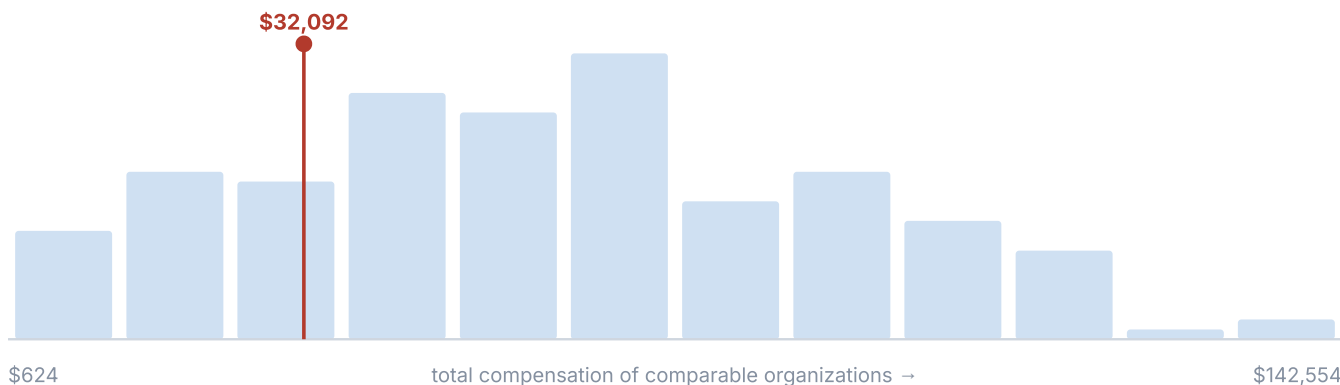
Benchmarked executive: Simona James Wright — reported title “CO-EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68).
BUDGET	Total revenue between \$264,083 and \$591,232 — 0.67x to 1.50x the subject's \$394,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

176 organizations qualified on sector, size, and geography → **176** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,605	\$36,041	\$59,387	\$80,655	\$100,195	\$32,092
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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
Music In Common Inc	GA	\$395,049	Executive Dir.	\$60,000	\$66,777	2024
We Make Noise Inc	AZ	\$395,290	President	\$52,285	\$55,658	2024
Little Village Foundation	CA	\$392,844	Executive Director	\$86,000	\$84,625	2023
Redtone Records	CA	\$395,896	Ed/pres/boar	\$14,230	\$14,003	2023
Juneau Jazz & Classics	AK	\$390,873	Executive Di	\$73,253	\$79,808	2023
Bach Concert Series Inc	MD	\$397,487	Music Director	\$40,300	\$41,703	2024
Choral Masterworks Festival Inc	FL	\$397,541	Executive Director	\$59,815	\$60,593	2025
Ted Brown Music Outreach	WA	\$389,619	Executive Director	\$36,723	\$36,392	2024
Columbia Music Festival Association	SC	\$388,941	Exec Director	\$81,250	\$93,822	2024
29 11 International Exchange	MN	\$399,583	Executive Artistic Director/co-founder	\$49,075	\$53,674	2024
American Choral Directors Association Of	MN	\$386,926	Executive Director	\$98,504	\$104,958	2025
Summit Choral Society Inc	OH	\$385,171	Executive Dir.	\$80,720	\$94,631	2024
Aiken Music Festival	SC	\$383,906	Executive Di	\$75,000	\$86,605	2024
Kaleidoscope Chamber Orchestra	CA	\$405,189	President	\$40,000	\$39,361	2023
Global Arts Corporation	CA	\$380,948	Ceo	\$63,009	\$60,223	2024
Vibe Of Portland	OR	\$408,947	Executive Director, Founder, Board President	\$44,700	\$45,948	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Corpsvets Inc	GA	\$376,069	Executive Director	\$16,196	\$18,025	2024
Girls Rock Dc Inc	DC	\$375,969	Executive Director	\$61,270	\$59,512	2024
Friends Of The Orchestra	CO	\$374,591	Executive Dir.	\$29,345	\$31,145	2024
Chamber Music Monterey Bay	CA	\$373,584	Operations Manager	\$69,075	\$66,020	2024
Jazz At The Ballroom Inc	CA	\$416,145	Executive Direc	\$2,414	\$2,375	2023
Fontana Chamber Arts	MI	\$371,972	Director	\$53,523	\$59,572	2025
Chamber Music Society Of St Louis Inc	MO	\$418,086	Executive & Artistic Director	\$67,250	\$78,841	2024
Free Guitars 4 Kids	MN	\$369,229	Executive Director	\$112,198	\$126,337	2023
Third Angle New Music Ensemble	OR	\$368,972	Executive Director	\$65,740	\$67,574	2024

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.

● Sample, role match & sensitivity

PEER COUNT	176 organizations. Compensation range \$624–\$142,554; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$394,155); for reference, expenses \$348,125 and assets \$78,250.
ROLE MATCH	Simona James Wright, reported title " <i>CO-EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	22 nd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	22 nd

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 (Simona James Wright) 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 176 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,092 is reasonable (approximately the 22nd 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.