

Black Pearl Chamber Orchestra Inc

Executive Director / CEO

EIN 830499281

PA · NTEE A69

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jeri Lynne Johnson, Executive Director / CEO** (\$112,482) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

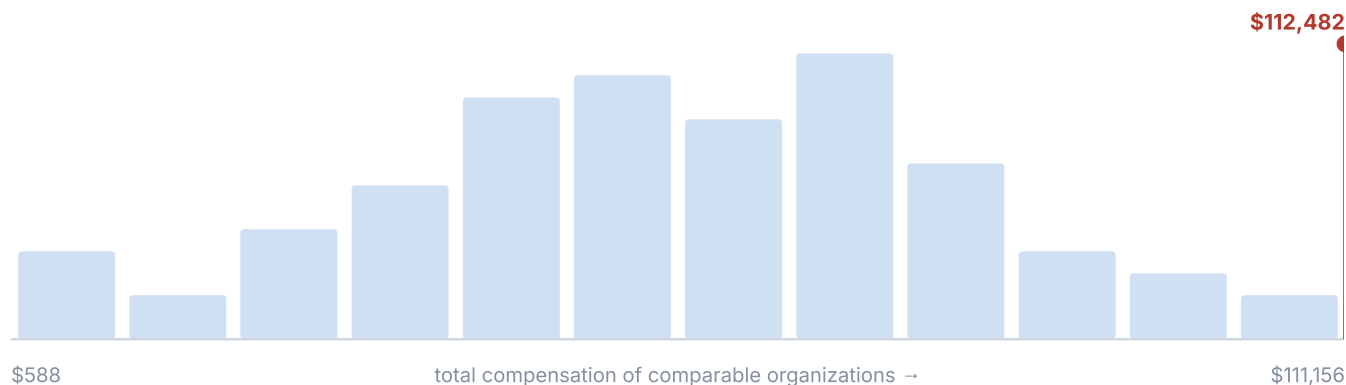
Benchmarked executive: Jeri Lynne Johnson — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A69).
BUDGET	Total revenue between \$278,303 and \$623,068 — 0.67x to 1.50x the subject's \$415,379 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A69), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography → **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,464	\$41,003	\$55,495	\$70,435	\$85,719	\$112,482
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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 PA 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
The Orchestra & Community Choral	NV	\$414,291	Executiveartistic Director	\$82,532	\$82,957	2024
Idaho State Civic Symphony	ID	\$409,838	Executive Di	\$551	\$588	2024
The Discovery Orchestra Inc	NJ	\$408,264	Executive Director	\$99,157	\$86,488	2025
New England Symphonic Ensemble Inc	MD	\$407,567	President	\$23,100	\$22,296	2023
Oregon Symphony Association In Salem	OR	\$424,281	President	\$24,474	\$23,464	2023
Bridge Leadership Academy	MO	\$426,622	Ceo	\$83,667	\$91,486	2023
Citymusic Cleveland Inc	OH	\$430,152	Executive Director	\$75,000	\$82,009	2023
Tuscaloosa Symphony Association Inc	AL	\$432,019	Executive Director	\$69,652	\$77,685	2023
Skagit Symphony	WA	\$398,201	Executive Director	\$50,589	\$45,418	2024
Westchester Philharmonic Inc	NY	\$394,271	Executive & Artistic Director	\$96,544	\$90,066	2023
Lagrange Symphony Orchestra Inc	GA	\$437,714	Executive Di	\$60,000	\$60,496	2024
Huntington Symphony Orchestra	WV	\$437,997	Executive Di	\$47,500	\$51,573	2024
Carolina Youth Symphony	SC	\$392,246	Executive Dir.	\$28,119	\$30,286	2023
Aiken Symphony Orchestra	SC	\$446,451	Executive Director	\$37,156	\$37,868	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southwest Michigan Symphony Orchestra	MI	\$378,879	Executive Director	\$38,958	\$41,514	2023
Orchestra Miami Inc	FL	\$452,261	Artistic/exec D	\$18,000	\$16,957	2024
National Symphony Orch Assn Of Washington Dc	DC	\$455,325	Executive Director	\$8,827	\$7,767	2024
Lynchburg Symphony Orchestra Inc	VA	\$373,877	Executive Director	\$36,593	\$35,430	2024
Bismarck-mandan Orchestral Association	ND	\$371,459	Board Member/ Music Direct	\$64,006	\$70,435	2024
Yarnwire Inc	NY	\$371,254	Executive Director	\$66,350	\$60,122	2024
Heartland Festival Orchestra	IL	\$366,821	Trustee	\$86,950	\$85,719	2024
Eureka Symphony	CA	\$366,053	Artistic Director/conductor	\$40,000	\$33,743	2025
The Ridgefield Symphony Orchestra Inc	CT	\$365,834	Executive Director	\$60,000	\$56,413	2024
Chamber Orchestra Of New York	NY	\$364,933	Music Director	\$52,500	\$47,572	2024
Cayuga Chamber Orchestra Inc	NY	\$467,713	Executive Director	\$56,860	\$51,523	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	81 organizations. Compensation range \$588–\$111,156; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$415,379); for reference, expenses \$302,707 and assets \$466,282.
ROLE MATCH	Jeri Lynne Johnson, reported title " <i>President</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	100 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	98 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 (Jeri Lynne Johnson) 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 81 similarly situated organizations (Same NTEE sector (A69), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,482 is reasonable (approximately the 100th 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.