

The Early Music Guild Of Seattle

Executive Director / CEO

EIN 910999643
 WA · NTEE A68Z
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Dr August Denhard, Executive Director / CEO** (\$62,882) against **every comparable organization** that fit the selection criteria — **166** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

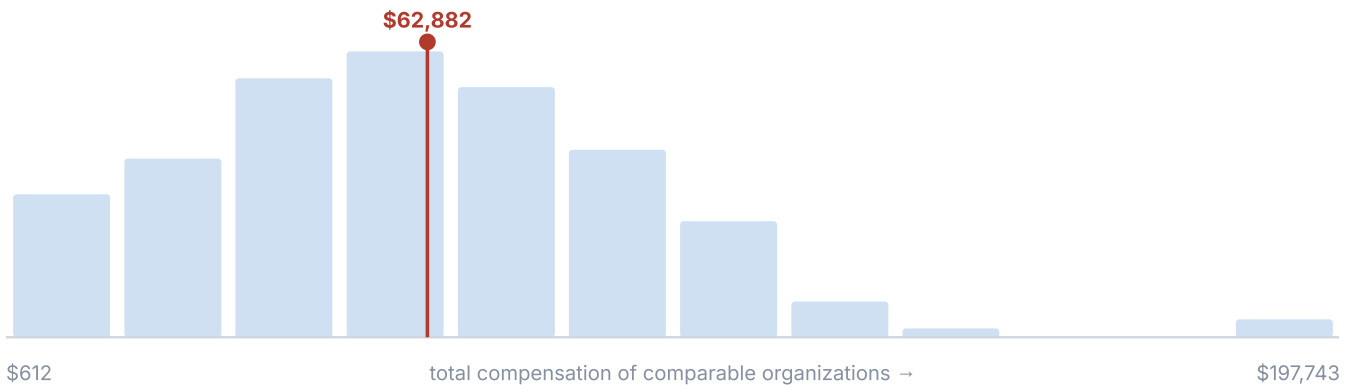
Benchmarked executive: Dr August Denhard — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A68Z).
BUDGET	Total revenue between \$302,252 and \$676,684 — 0.67x to 1.50x the subject's \$451,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A68), nationwide + budget 0.67–1.5x revenue.

166 organizations qualified on sector, size, and geography → **166** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,662	\$37,725	\$59,974	\$82,546	\$102,105	\$62,882
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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 WA 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
La Musica Di Asolo Inc	FL	\$450,053	Executive Director	\$28,700	\$28,496	2025
Femme House	NY	\$452,396	President	\$53,600	\$52,546	2024
Table Grace Ministries	NE	\$448,097	Ceo & Director	\$55,474	\$66,642	2023
Camerata Chicago Association	IL	\$447,816	Executive Director	\$121,500	\$129,589	2024
I Am Music Inc	CO	\$454,835	Executive Dir.	\$17,250	\$17,945	2024
Greater Dallas Choral Society	TX	\$442,475	Executive Dir.	\$34,500	\$37,440	2024
Young Artists Conservatory Of Music	CA	\$459,777	Executive Director And Former Brd Director	\$28,000	\$27,005	2023
Music At Gretna Inc	PA	\$460,354	Executive Di	\$85,000	\$91,960	2024
Sam First	CA	\$460,597	Executive & Artistic Director	\$35,305	\$33,074	2024
Youth Choirs Inc	TX	\$460,601	President	\$128,750	\$139,723	2024
Art Of Elan	CA	\$461,100	Executive Director	\$78,916	\$73,929	2024
Phoenix Chamber Music Society	AZ	\$461,745	Executive Director	\$56,375	\$60,557	2023
Iris Music Project	MD	\$461,813	Executive Director	\$85,000	\$88,760	2023
Riverviewjazz Org	NJ	\$462,102	Director	\$44,000	\$42,620	2024
Tamworth Music Festival	VA	\$462,751	Executive Di	\$40,571	\$42,499	2024
Pacific Northwest School Of Music	WA	\$463,456	Key Employee	\$61,415	\$61,415	2023
Mercury Soul Inc	CA	\$463,634	Executive Dir.	\$120,000	\$109,519	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jazzmobile Inc	NY	\$463,679	Director	\$48,000	\$48,446	2023
Common Ground On The Hill Ltd	MD	\$437,457	Executive Director	\$14,960	\$15,174	2024
Decoda Inc	NY	\$465,077	General Manager	\$40,000	\$39,213	2024
Tahoe School Of Music	CA	\$435,812	Director	\$62,313	\$58,375	2024
Ogden Friends Of Acoustic Music-foam	UT	\$434,750	Executive Dir.	\$12,000	\$13,718	2023
Music In World Cultures Inc	PA	\$432,155	President And Chair Of The Board	\$14,250	\$15,417	2024
Music To Life Inc	VT	\$471,212	Executive Director	\$55,000	\$58,510	2025
Mariachi Spectacular De Albuquerque	NM	\$430,288	Chief Executive Officer	\$64,996	\$75,841	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	166 organizations. Compensation range \$612–\$197,743; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$451,123); for reference, expenses \$517,995 and assets \$422,011.
ROLE MATCH	Dr August Denhard, reported title " <i>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.

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	54 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	54 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 (Dr August Denhard) 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 10, 2026, comparing compensation against 166 similarly situated organizations (Same NTEE sector (A68), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,882 is reasonable (approximately the 54th 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 10, 2026.