

Vermont Museum Of Natural History Inc

Executive Director / CEO

EIN 030353083

VT · NTEE A560

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Clough, Executive Director / CEO** (\$76,636) against the **2000** closest of **2,491** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Michael Clough — reported title “MANAGING DIRECT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

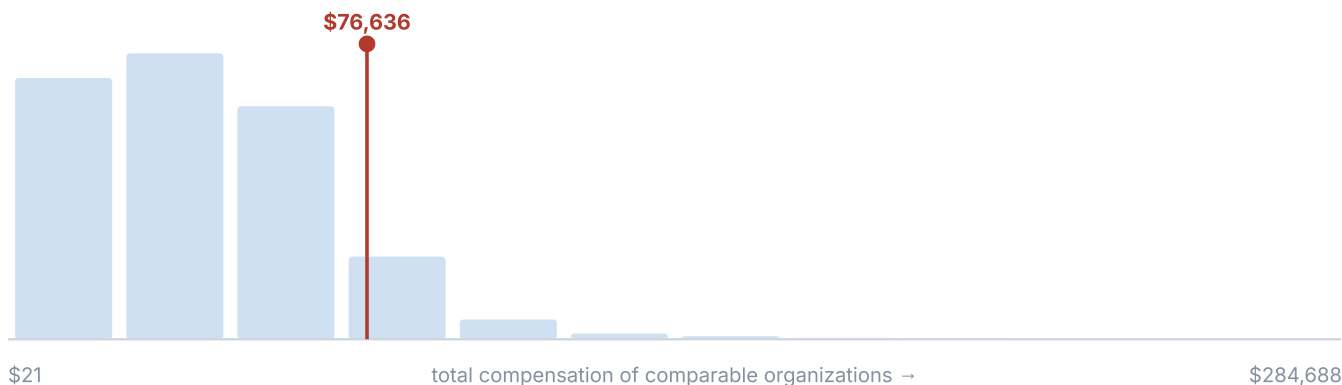
SECTOR Organizations sharing the subject's NTEE classification (A560).

BUDGET Total revenue between \$155,176 and \$347,410 — 0.67x to 1.50x the subject's \$231,607 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,491 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$6,564	\$20,049	\$38,926	\$57,665	\$75,421	\$76,636
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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 VT 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
Dance Augusta Inc	GA	\$231,610	President	\$9,900	\$9,890	2024
American Dance Institute	NY	\$231,550	Executive Director	\$230,390	\$212,946	2023
Urban Arts Collective	TX	\$231,684	Producing Executive Director	\$50,000	\$51,159	2023
Vail Performing Arts Academy	CO	\$231,704	Director	\$72,009	\$70,627	2023
Heartland Youth Choir	IA	\$231,728	Former Artistic Director	\$31,790	\$34,582	2024
Rejoice Diaspora Dance Theater	OR	\$231,453	President	\$23,869	\$22,022	2024
Los Angeles Theatre Academy Inc	CA	\$231,447	Executive Dir.	\$20,310	\$17,939	2023
Continuum Arts Collective	ME	\$231,432	Executive Director	\$30,000	\$30,727	2023
Experimental Chinese School	VA	\$231,403	Academics	\$2,750	\$2,570	2025
South Park Theatre Inc	PA	\$231,848	Executive Director	\$36,000	\$35,668	2024
Washington County Historical	MD	\$231,361	Executive Di	\$30,601	\$28,424	2024
Historic Rittenhousetown Inc	PA	\$231,918	Executive Director	\$64,773	\$64,175	2024
Threshold Choir	CA	\$231,258	Executive Dir.	\$69,949	\$61,782	2023
Columbia Basin Allied Arts	WA	\$231,970	Executive Di	\$40,126	\$35,692	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blue 13 Dance Company Inc	CA	\$232,003	Executive Director	\$18,708	\$16,050	2024
Towle Performing Arts Company	IN	\$232,013	Executive Director	\$56,467	\$59,162	2024
Orpheus Male Chorus Of Phoenix	AZ	\$232,072	Artistic Director Exofficio Board Member	\$49,873	\$47,653	2024
Sjdanceco	CA	\$232,074	Artistic Director & Founder	\$7,200	\$6,360	2023
Eugene Symphony Foundation	OR	\$231,088	Executive Dir.	\$13,181	\$12,520	2023
Tri-cities Broadcasting Foundation	MI	\$231,020	President	\$93,220	\$95,595	2024
Three Oaks Spokes Bicycle Club	MI	\$232,222	President & Executive Director	\$48,000	\$49,223	2024
Storytelling Arts Of Indiana Inc	IN	\$230,989	Executive Dir	\$12,500	\$13,097	2024
Newcomb Historical Museum	NY	\$230,909	Museum Director	\$52,800	\$48,803	2023
Maine Jewish Film Festival	ME	\$230,901	Executive Director	\$73,796	\$71,524	2025
Berea Historical Society	OH	\$230,863	Key Employee	\$9,894	\$10,411	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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	2000 organizations. Compensation range \$21–\$284,688; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$231,607); for reference, expenses \$234,521 and assets \$541,443.
ROLE MATCH	Michael Clough, reported title "MANAGING DIRECT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	91 st
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	88 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 (Michael Clough) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,636 is reasonable (approximately the 91st 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.