

Wellfleet Preservation Hall Inc

Executive Director / CEO

EIN 141980689
 MA · NTEE S20
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Kate Ryan, Executive Director / CEO** (\$92,000) against **every comparable organization** that fit the selection criteria — **316** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

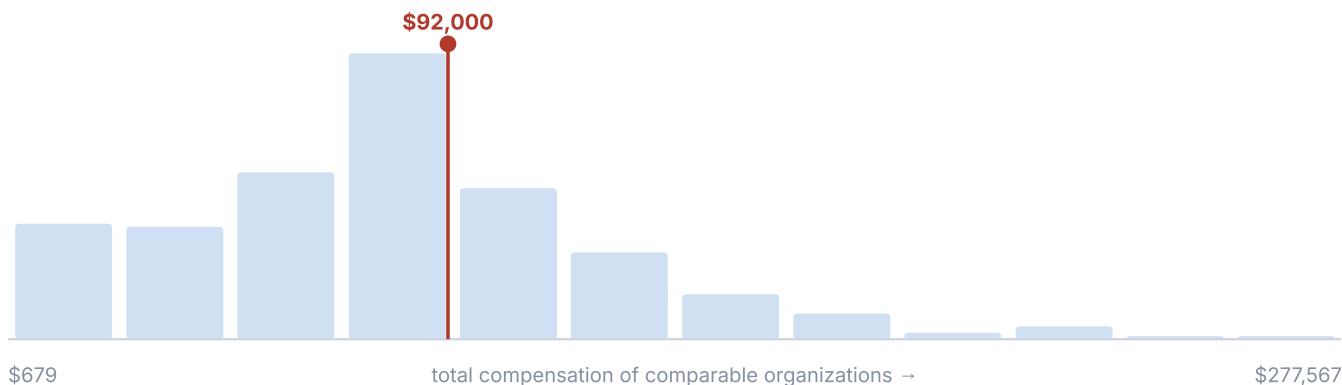
Benchmarked executive: Kate Ryan — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$305,948 and \$684,958 — 0.67x to 1.50x the subject's \$456,639 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

316 organizations qualified on sector, size, and geography → **316** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,972	\$51,448	\$77,941	\$101,615	\$137,348	\$92,000
----------	----------	----------	-----------	-----------	----------



● 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 MA 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
San Ysidro Improvement Corporation	CA	\$456,534	Executive Director	\$115,074	\$113,844	2023
The 516 Project Inc	VA	\$456,330	President	\$76,650	\$82,359	2024
Conway Downtown Alive Inc	SC	\$457,137	Executive Director	\$73,363	\$85,170	2024
100 Black Men Greater Mobile Inc	AL	\$458,808	Executive Director	\$50,995	\$61,307	2024
Navigating From Good To Great Foundation	SC	\$454,288	Ceo	\$20,683	\$24,012	2024
Woodhaven District Management	NY	\$454,160	Executive Dir.	\$65,772	\$66,139	2024
Riverfront Plaza Garage Management	NJ	\$459,223	President	\$33,427	\$34,193	2023
Next Step Learning Center Inc	CA	\$453,357	Board President	\$150,000	\$144,139	2024
Neighborhood Engagement Hub	MI	\$460,324	Executive Director	\$77,599	\$89,132	2024
Fw4k Enterprise Inc	FL	\$452,226	Executive Director	\$72,000	\$75,270	2024
Community Chest Of Knox Co Inc	TN	\$461,949	President	\$6,000	\$7,018	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$277,567	2024
Integrative Communities Inc	CA	\$449,798	—	\$72,572	\$69,736	2024
Hbcu Cares	AL	\$463,977	Part-year Executive	\$59,500	\$71,532	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Director			
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$51,413	2023
Castle Hill District Management Association Inc	NY	\$465,000	Executive Director	\$34,094	\$34,284	2024
Mobilisation Lab Collective Inc	NY	\$465,600	Officer	\$23,071	\$23,884	2023
Sabana Grande Community And Economic Development	PR	\$447,371	President	\$66,800	\$68,773	2023
Teachers Supporting Teachers	IL	\$465,984	Executive Director	\$125,189	\$136,961	2024
Madison Ave - Crossroads Community	NJ	\$446,823	Executive Di	\$97,183	\$96,558	2024
Family First Center Of Lake County	IL	\$466,631	Executive Dir.	\$84,285	\$94,935	2023
Neighborhood Conservation Services	OH	\$446,181	Exec Dir	\$59,246	\$71,893	2023
Staten Island Immigrant Center	NY	\$445,062	Executive Director	\$66,167	\$66,536	2024
360 Detroit Inc	MI	\$442,089	President	\$70,004	\$80,408	2024
West Virginia Land Stewardship	WV	\$442,083	Executive Director	\$50,000	\$62,025	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	316 organizations. Compensation range \$679–\$277,567; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$456,639); for reference, expenses \$657,150 and assets \$2,947,579. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kate Ryan, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	66 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	61 st

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 (Kate Ryan) 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 316 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$92,000 is reasonable (approximately the 66th 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.