

# Oneida County Historical Society Inc

Executive Director / CEO

EIN 150564081

NY · NTEE A82Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Rebecca Mclain, Executive Director / CEO** (\$66,992) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Rebecca Mclain — 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 (A82Z).

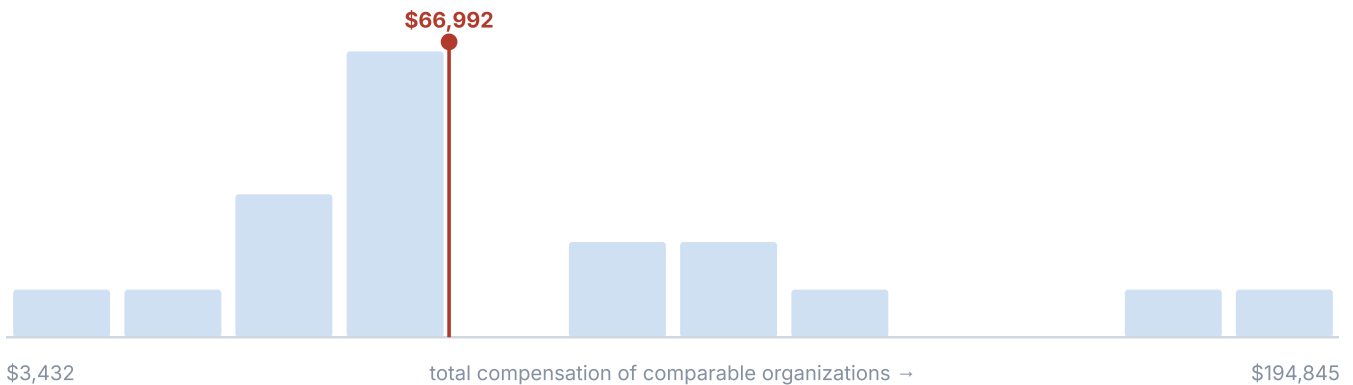
**BUDGET** Total revenue between \$202,802 and \$454,036 — 0.67x to 1.50x the subject's \$302,691 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A82) + NY + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$39,654

\$52,331

\$65,067

\$100,117

\$134,810

**\$66,992**



## ■ 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 NY 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
<a href="#">Carousel Society Of The Niagara</a>	NY	\$310,499	Executive Director	\$64,395	<b>\$66,297</b>	2023
<a href="#">Albany County Historical Association</a>	NY	\$320,977	Executive Director	\$57,689	<b>\$59,393</b>	2023
<a href="#">Historic Cherry Hill</a>	NY	\$282,305	Exec Director	\$50,602	<b>\$50,602</b>	2024
<a href="#">Chenango County Historical Society</a>	NY	\$277,540	Executive Director	\$60,152	<b>\$60,152</b>	2024
<a href="#">Corning Painted Post Historical Society</a>	NY	\$274,718	Director	\$43,810	<b>\$43,810</b>	2024
<a href="#">Mount Gulian Society</a>	NY	\$256,383	Executive Di	\$97,804	<b>\$100,693</b>	2023
<a href="#">Friends Of Clermont Inc</a>	NY	\$250,561	Executive Di	\$3,432	<b>\$3,432</b>	2024
<a href="#">Schoharie County Historical Society</a>	NY	\$245,308	Curator	\$64,789	<b>\$64,789</b>	2024
<a href="#">Landmark West Inc</a>	NY	\$360,533	Exec Director	\$118,410	<b>\$118,410</b>	2024
<a href="#">Morris Jumel Mansion Inc</a>	NY	\$366,499	Executive Director	\$96,635	<b>\$96,635</b>	2024
<a href="#">Anne Frank Center Usa Inc</a>	NY	\$368,364	Chief Executive Officer	\$173,077	<b>\$173,077</b>	2024
<a href="#">Smithtown Historical Museums</a>	NY	\$369,725	Executive Director	\$110,923	<b>\$110,923</b>	2024
<a href="#">Delaware County Historical Association</a>	NY	\$376,471	Executive Dir.	\$48,845	<b>\$50,288</b>	2023
<a href="#">Montgomery County Historical</a>	NY	\$223,779	Executive Di	\$29,955	<b>\$29,955</b>	2024
<a href="#">Historical Society Of</a>	NY	\$398,815	Executive Dir.	\$59,039	<b>\$57,517</b>	2025
<a href="#">Hamburg Natural History Society Inc</a>	NY	\$409,251	Executive Director	\$65,345	<b>\$65,345</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Suffolk County Historical Society</a>	NY	\$416,792	Executive Director	\$95,567	<b>\$98,390</b>	2023
<a href="#">Gracie Mansion Conservancy</a>	NY	\$445,340	Executive Director	\$200,000	<b>\$194,845</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	18 organizations. Compensation range \$3,432–\$194,845; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$302,691); for reference, expenses \$254,000 and assets \$2,794,822.
ROLE MATCH	Rebecca Mclain, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	<b>61<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>61<sup>st</sup></b>
Reportable pay only (column D), adjusted	<b>61<sup>st</sup></b>
All sources (D + E + F), adjusted	<b>61<sup>st</sup></b>

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

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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 (Rebecca Mclain) 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 18 similarly situated organizations (Same NTEE sector (A82) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,992 is reasonable (approximately the 61<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.