

Maine Natural History Observatory

Executive Director / CEO

EIN 200718450
 ME · NTEE A80
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Glen Mittelhauser, Executive Director / CEO** (\$38,396) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

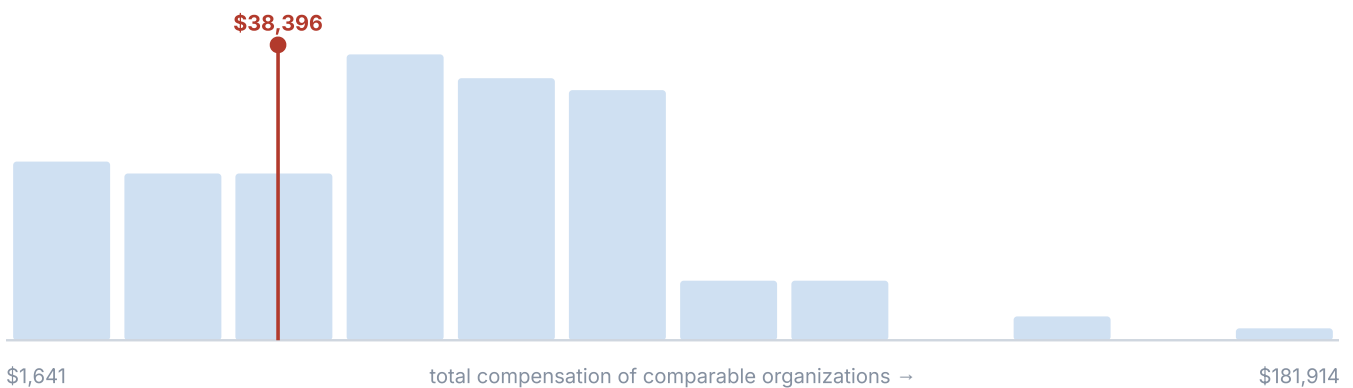
Benchmarked executive: Glen Mittelhauser — reported title "TREASURER/EX", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A80).
- BUDGET** Total revenue between \$233,511 and \$522,787 — 0.67x to 1.50x the subject's \$348,525 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,221	\$35,762	\$58,456	\$77,167	\$96,297	\$38,396
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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 ME 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 Society Of Colonial Wars	NY	\$348,873	Executive Director	\$106,023	\$98,208	2024
Oxford Mainstreet Inc	PA	\$347,801	Interim Ed	\$38,473	\$39,329	2024
Revolutionary Education Inc	TX	\$349,265	President	\$12,000	\$12,668	2023
Delaware Military Heritage And Education Foundation Inc	DE	\$349,391	Executive Director	\$17,500	\$18,084	2023
Main Street Charles City	IA	\$344,035	Executive Di	\$24,577	\$26,874	2025
Lumber Heritage Region Of Pa Inc	PA	\$354,189	Executive Director	\$61,277	\$62,640	2024
Centre County Historical Society	PA	\$342,593	Executive Director	\$39,833	\$40,719	2024
Women's Club Foundation Inc	MD	\$341,970	Executive Director	\$18,105	\$17,351	2024
Bandera Natural History And Art Museum	TX	\$341,572	Director Of Operations	\$16,600	\$17,525	2023
100th Bomb Group Foundation Inc	MI	\$337,821	Executive Vp, Director	\$5,000	\$5,447	2023
Hulls Angels Inc	VA	\$359,458	Executive Director	\$29,743	\$29,439	2024
Srs Heritage Foundation Inc	SC	\$337,123	Comptroller	\$4,302	\$4,601	2024
Minnesota Masonic Historic Buildings	MN	\$360,487	Ceo - Charities	\$32,555	\$32,975	2024
David Labkovski Project	CA	\$333,503	Executive Director	\$117,075	\$103,631	2024
Eldridge Park Carousel Preservation	NY	\$332,587	General Manager/director	\$43,952	\$40,713	2024
Bessemer Historical Society Inc	CO	\$332,515	Executive Director	\$86,409	\$84,934	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Colorado Music Hall Of Fame	CO	\$331,686	Executive Di	\$150,800	\$148,226	2024
The Plano Conservancy For Historic Preservation I	TX	\$365,451	Executive Director	\$58,516	\$58,456	2025
Pennsylvania Heritage Foundation	PA	\$331,028	Executive Di	\$27,415	\$28,025	2024
Veterans Breakfast Club	PA	\$329,512	Executive Di	\$98,385	\$103,544	2023
The Finca Vigia Foundation Inc	MA	\$368,460	Executive Director	\$156,037	\$143,734	2024
Friends Of Linden Hill Inc	MN	\$327,202	Executive Director	\$71,521	\$72,443	2024
Cyprus American Archaeological Research	VA	\$325,875	Executive Director	\$66,417	\$67,679	2023
Schmahl Science Workshops Inc	CA	\$325,715	Executive Director	\$18,201	\$16,111	2024
John Hope Franklin Center For	OK	\$323,443	Executive Director	\$21,374	\$24,839	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2025 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 ME 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 **123** organizations. Compensation range \$1,641–\$181,914; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$348,525); for reference, expenses \$273,707 and assets \$268,146.

ROLE MATCH Glen Mittelhauser, reported title *"TREASURER/EX"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match —**

the board should confirm this is a comparable role.

RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	28 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	25 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 (Glen Mittelhauser) 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 123 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,396 is reasonable (approximately the 28th 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.