

# The Coming King Foundation

Executive Director / CEO

EIN 201484002

TX · NTEE A50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debbye Meszaros, Executive Director / CEO** (\$33,857) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

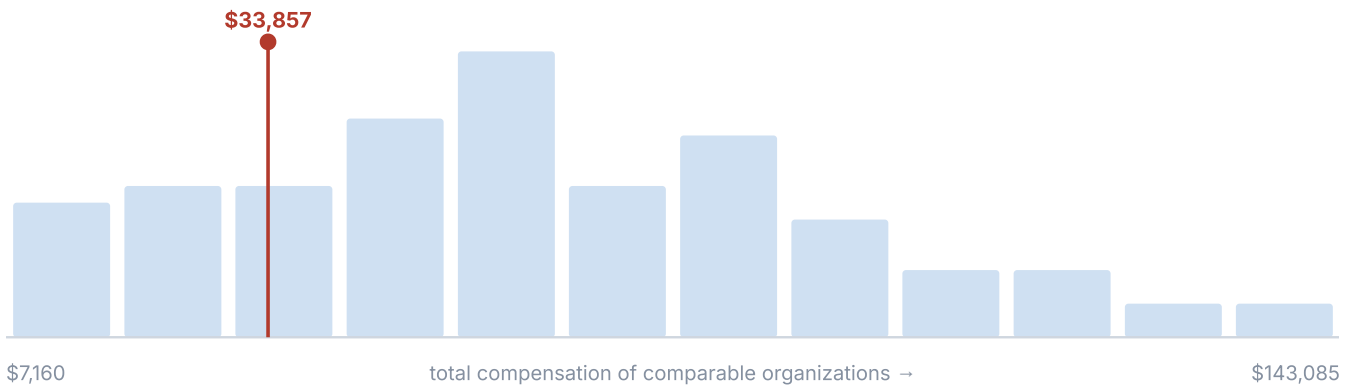
**Benchmarked executive:** Debbye Meszaros — reported title “EXECUTVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A50).
BUDGET	Total revenue between \$275,331 and \$616,414 — 0.67× to 1.50× the subject's \$410,943 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue.

**96** organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,534	\$38,969	\$59,748	\$83,891	\$101,519	\$33,857
----------	----------	----------	----------	-----------	----------



## ● 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 TX 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="#">German Village Society</a>	OH	\$410,500	Executive Di	\$83,333	<b>\$88,235</b>	2023
<a href="#">Southeastern Museums Conference</a>	GA	\$411,676	Executive Director	\$83,825	<b>\$84,258</b>	2023
<a href="#">Rancho Obi-wan Inc</a>	CA	\$419,326	President/ce	\$29,795	<b>\$24,982</b>	2024
<a href="#">Owensboro Area Museum Of Science And History Inc</a>	KY	\$396,253	Director	\$43,828	<b>\$45,723</b>	2024
<a href="#">Long Island Maritime Museum</a>	NY	\$429,337	Executive Director	\$75,094	<b>\$67,836</b>	2023
<a href="#">Kids 'N' Stuff An Interactive Experience For Kids</a>	MI	\$386,571	Executive Director	\$57,577	<b>\$57,706</b>	2024
<a href="#">German American Heritage Center</a>	IA	\$437,510	Executive Di	\$67,083	<b>\$71,322</b>	2024
<a href="#">Fullerton Museum Center Association</a>	CA	\$440,563	Executive Director	\$120,300	<b>\$103,847</b>	2023
<a href="#">Center For Land Use Interpretation</a>	CA	\$379,426	President	\$51,600	<b>\$44,543</b>	2023
<a href="#">Insectarium And Butterfly Pavilion Inc</a>	VA	\$379,388	President And Director	\$8,481	<b>\$8,186</b>	2023
<a href="#">Ashland Community Enterprises</a>	PA	\$377,757	President	\$36,941	<b>\$35,771</b>	2024
<a href="#">Portland Chinatown History Foundation</a>	OR	\$376,336	Executive Director	\$22,750	<b>\$21,120</b>	2023
<a href="#">Wheels O' Time Museum</a>	IL	\$375,037	Executive Director	\$49,500	<b>\$47,254</b>	2024
<a href="#">African American Cultural Inc</a>	LA	\$369,272	Manager	\$21,196	<b>\$22,663</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">River Road African American Museum And Gallery</a>	LA	\$454,431	Executive Director	\$32,542	<b>\$34,794</b>	2024
<a href="#">The Edge Motor Museum Inc</a>	TN	\$454,726	Executive Director	\$85,000	<b>\$86,756</b>	2024
<a href="#">Galveston Children's Museum</a>	TX	\$459,157	Executive Director	\$60,659	<b>\$60,659</b>	2023
<a href="#">Lowell's Maritime Foundation Inc</a>	MA	\$460,259	Executive Director	\$75,602	<b>\$65,968</b>	2024
<a href="#">Anderson Abruzzo Intl Balloon Museum Fdn</a>	NM	\$361,536	Executive Director	\$83,977	<b>\$87,704</b>	2024
<a href="#">New England Carousel Museum Inc</a>	CT	\$462,629	Executive Dir.	\$60,192	<b>\$54,800</b>	2024
<a href="#">The Museum Of Public Relations</a>	NJ	\$356,754	President & Ceo	\$70,833	<b>\$63,223</b>	2023
<a href="#">American Saddle Horse</a>	KY	\$465,305	Executive Director	\$102,750	<b>\$107,191</b>	2024
<a href="#">Museum At Portland Head Light</a>	ME	\$354,823	Museum Direc	\$14,324	<b>\$14,339</b>	2023
<a href="#">Texas Association Of Museums</a>	TX	\$352,199	Executive Director	\$73,000	<b>\$73,000</b>	2023
<a href="#">Hawaiian Railway Society</a>	HI	\$471,022	Key Employee	\$51,600	<b>\$44,859</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 96 organizations. Compensation range \$7,160–\$143,085; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$410,943); for reference, expenses \$410,678 and assets \$2,463,552.
ROLE MATCH	Debbye Meszaros, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	17 <sup>th</sup>

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 (Debbye Meszaros) 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 96 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,857 is reasonable (approximately the 19<sup>th</sup> 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.