

Srs Heritage Foundation Inc

Executive Director / CEO

EIN 201629370

SC · NTEE A80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donna Holman, Executive Director / CEO** (\$4,302) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

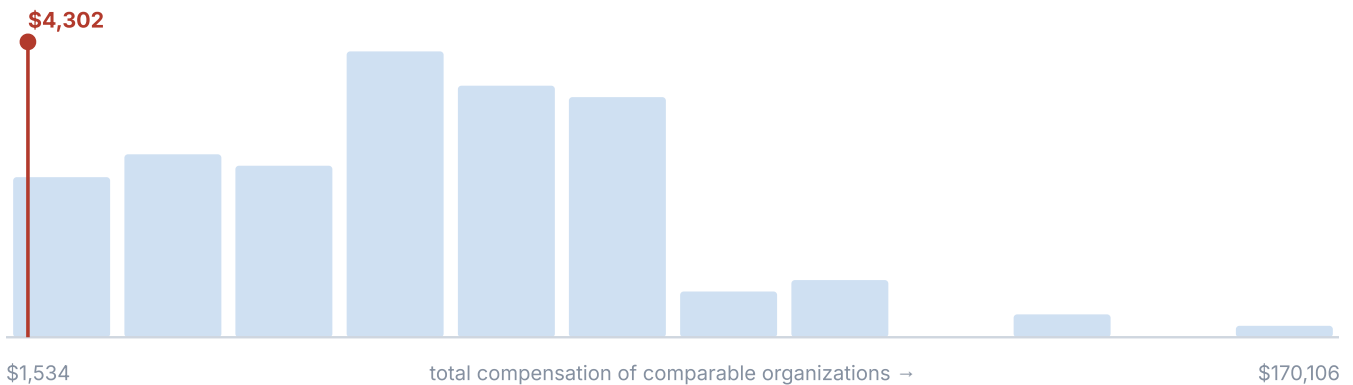
Benchmarked executive: Donna Holman — reported title “COMPTROLLER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$225,872 and \$505,684 — 0.67x to 1.50x the subject's \$337,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,134	\$31,665	\$54,167	\$71,921	\$82,437	\$4,302
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$4,302



● 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 SC 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
100th Bomb Group Foundation Inc	MI	\$337,821	Executive Vp, Director	\$5,000	\$5,093	2023
David Labkovski Project	CA	\$333,503	Executive Director	\$117,075	\$96,904	2024
Bandera Natural History And Art Museum	TX	\$341,572	Director Of Operations	\$16,600	\$16,387	2023
Eldridge Park Carousel Preservation	NY	\$332,587	General Manager/director	\$43,952	\$38,070	2024
Bessemer Historical Society Inc	CO	\$332,515	Executive Director	\$86,409	\$79,421	2024
Women's Club Foundation Inc	MD	\$341,970	Executive Director	\$18,105	\$16,225	2024
Colorado Music Hall Of Fame	CO	\$331,686	Executive Di	\$150,800	\$138,605	2024
Centre County Historical Society	PA	\$342,593	Executive Director	\$39,833	\$38,076	2024
Pennsylvania Heritage Foundation	PA	\$331,028	Executive Di	\$27,415	\$26,206	2024
Main Street Charles City	IA	\$344,035	Executive Di	\$24,577	\$25,129	2025
Veterans Breakfast Club	PA	\$329,512	Executive Di	\$98,385	\$96,824	2023
Friends Of Linden Hill Inc	MN	\$327,202	Executive Director	\$71,521	\$67,741	2024
Oxford Mainstreet Inc	PA	\$347,801	Interim Ed	\$38,473	\$36,776	2024
Cyprus American Archaeological Research	VA	\$325,875	Executive Director	\$66,417	\$63,286	2023
Maine Natural History Observatory	ME	\$348,525	Treasurer/ex	\$38,396	\$35,904	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Schmahl Science Workshops Inc	CA	\$325,715	Executive Director	\$18,201	\$15,065	2024
The Society Of Colonial Wars	NY	\$348,873	Executive Director	\$106,023	\$91,834	2024
Revolutionary Education Inc	TX	\$349,265	President	\$12,000	\$11,846	2023
Delaware Military Heritage And Education Foundation Inc	DE	\$349,391	Executive Director	\$17,500	\$16,910	2023
John Hope Franklin Center For	OK	\$323,443	Executive Director	\$21,374	\$23,226	2023
Clackamas Heritage Partners	OR	\$323,041	Executive Director	\$41,667	\$38,186	2023
Preservation Pennsylvania	PA	\$321,267	Executive Di	\$84,000	\$80,295	2024
Lumber Heritage Region Of Pa Inc	PA	\$354,189	Executive Director	\$61,277	\$58,575	2024
Loudoun Laurels	VA	\$319,215	Executive Di	\$59,000	\$54,606	2024
Honor Flight New England Inc	NH	\$318,561	Executive Director	\$61,963	\$54,843	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 125 organizations. Compensation range \$1,534–\$170,106; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$337,123); for reference, expenses \$64,070 and assets \$1,270,907. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Donna Holman, reported title "COMPTROLLER", 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	6 th
All sources (D + E + F), adjusted	2 nd

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 (Donna Holman) 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 125 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,302 is reasonable (approximately the 2nd 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.