

Tennessee History For Kids

Executive Director / CEO

EIN 201878334
 TN · NTEE A50
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **William Carey, Executive Director / CEO** (\$143,973) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

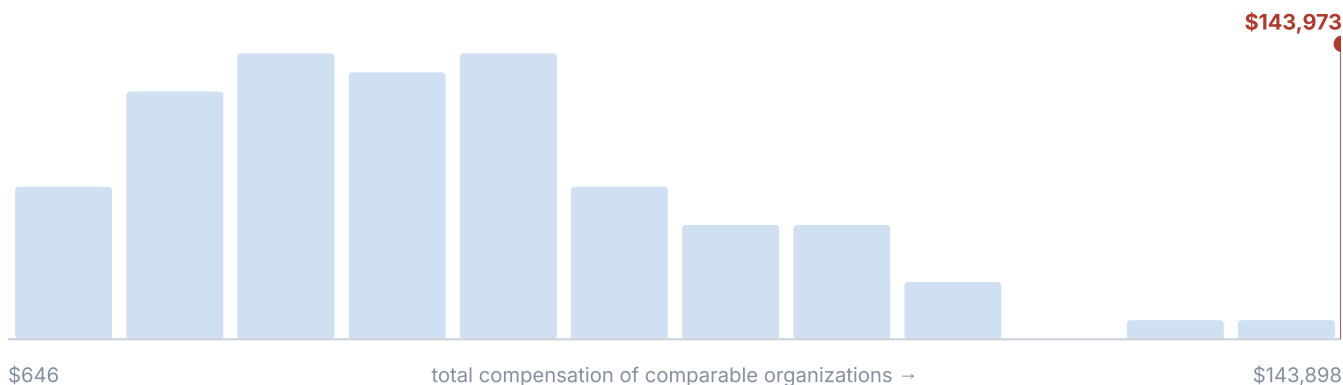
Benchmarked executive: William Carey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (A50).
- BUDGET Total revenue between \$155,880 and \$348,987 — 0.67x to 1.50x the subject's \$232,658 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,130	\$25,390	\$43,623	\$63,845	\$84,963	\$143,973
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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 TN 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
Three Oaks Spokes Bicycle Club	MI	\$232,222	President & Executive Director	\$48,000	\$48,381	2024
The Newberry Museum	SC	\$234,063	Museum Executive Director	\$42,708	\$44,794	2023
Foundation Advancing Creation Truth	MT	\$235,119	President	\$48,406	\$50,954	2024
Cincinnati Fire Museum	OH	\$235,503	Executive Director	\$78,000	\$83,058	2023
Laurens County Museum Association	SC	\$228,620	Museum Direc	\$10,000	\$10,489	2023
Harriet Tubman Museum Of Cape May	NJ	\$226,855	Executive Di	\$26,000	\$24,295	2022
Wornall-majors House Museums Inc	MO	\$240,200	Acting Executive Director	\$49,780	\$53,007	2023
Museum Of Art And Digital Entertainment	CA	\$240,306	Fmr Ex Dir	\$42,031	\$35,442	2024
Over-the-rhine Museum	OH	\$240,782	Director Of Museum Administration	\$47,960	\$49,604	2024
Rpm Foundation	WA	\$220,604	Exec Director, Rpm	\$115,940	\$101,365	2024
Camden Shipyard Maritime Museum	NJ	\$247,017	Executive Director	\$32,917	\$28,700	2024
Wisconsin Veterans Museum Foundation	WI	\$248,893	Executive Director	\$81,350	\$82,964	2024
Spencer-penn School Preservation Organization Inc	VA	\$216,337	Executive Director	\$46,700	\$45,332	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lawndale Pop-up Spot	IL	\$216,211	Treasurer	\$26,000	\$24,961	2024
Rolls-royce Foundation	PA	\$249,192	Executive Di	\$644	\$646	2023
Bristol Bay Historical Society Inc	AK	\$251,603	Executive Dir.	\$66,284	\$63,710	2023
Annie E Woodman Institute Inc	NH	\$213,068	Executive Director	\$55,847	\$51,844	2023
Ilwaco Heritage Foundation	WA	\$211,656	Executive Director	\$43,655	\$38,167	2024
Maui Historical Society	HI	\$257,562	Executive Di	\$35,400	\$31,864	2023
Avery Copp Museum	CT	\$260,953	Executive Dir.	\$67,237	\$61,562	2024
Opera Steamboat	CO	\$261,041	Ceo	\$82,042	\$76,822	2024
Texas Agricultural Education &	TX	\$203,776	Director	\$27,192	\$26,561	2024
International Towing & Recovery	TN	\$202,073	Executive Director	\$13,846	\$14,212	2024
Nia Centre	MI	\$264,657	Executive Director	\$70,733	\$73,400	2023
Illinois Rock & Roll Museum On	IL	\$199,486	President	\$30,200	\$29,850	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **90** organizations. Compensation range \$646–\$143,898; filing years 2022–2024.

SIZE BASIS	Matched on total revenue (\$232,658); for reference, expenses \$264,572 and assets \$171,510.
ROLE MATCH	William Carey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	97 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 (William Carey) 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 90 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,973 is reasonable (approximately the 100th 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.