

# Museum Trustee Association

Executive Director / CEO

EIN 222710588

MD · NTEE A030

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anne M Lampe, Executive Director / CEO** (\$165,000) against the **2000** closest of **3,032** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

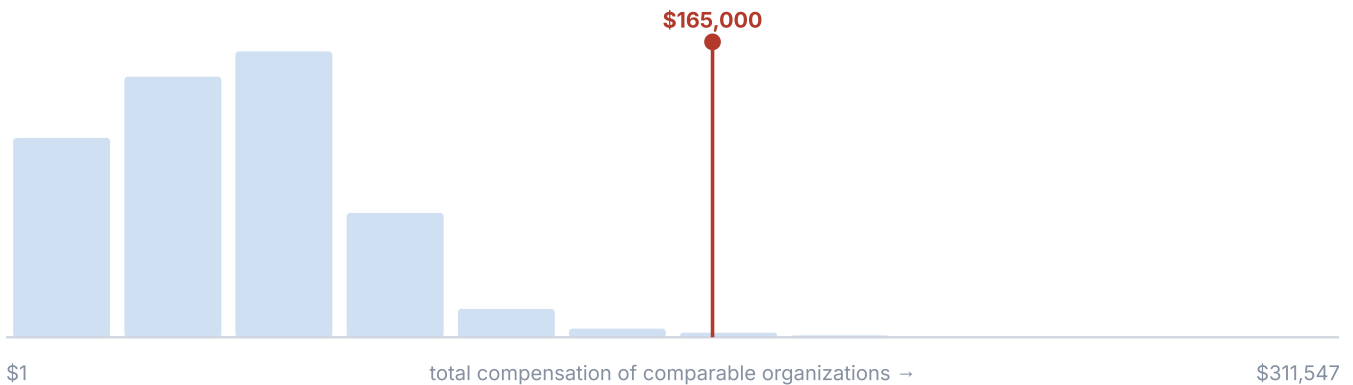
**Benchmarked executive:** Anne M Lampe — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A030).
BUDGET	Total revenue between \$210,589 and \$471,469 — 0.67x to 1.50x the subject's \$314,313 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**3,032** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$11,496	\$29,412	\$51,507	\$70,624	\$90,061	<b>\$165,000</b>
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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 MD 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="#">The Lawson Boating Heritage Center On Chautauqua Lake</a>	NY	\$314,302	Trustee	\$4,150	<b>\$4,011</b>	2024
<a href="#">Yellowstone Historic Center Inc</a>	MT	\$314,151	Executive Director	\$75,000	<b>\$89,028</b>	2023
<a href="#">Dorill Initiative Inc</a>	NY	\$314,146	Executive Director	\$9,149	<b>\$9,104</b>	2023
<a href="#">Grand Traverse Lighthouse Museum</a>	MI	\$314,482	Executive Director	\$75,772	<b>\$83,655</b>	2024
<a href="#">California Heritage Museum</a>	CA	\$314,102	Executive Director	\$42,959	<b>\$40,850</b>	2023
<a href="#">Racing History Preservation Group</a>	NH	\$314,527	Executive Di	\$90,881	<b>\$92,410</b>	2023
<a href="#">Yes And Collaborative Arts</a>	PA	\$314,678	Executive Director	\$32,490	<b>\$34,656</b>	2024
<a href="#">Colorado Ski Museum Inc</a>	CO	\$313,822	Executive Dir.	\$126,460	<b>\$133,533</b>	2023
<a href="#">Johnson County Ctr For The Arts</a>	TN	\$314,896	Executive Director	\$3,692	<b>\$4,151</b>	2024
<a href="#">The Talent Machine Company Inc</a>	MD	\$313,727	President	\$1,650	<b>\$1,650</b>	2024
<a href="#">Southern Oregon Film Society</a>	OR	\$314,913	Executive Director	\$4,387	<b>\$4,245</b>	2025
<a href="#">Blue Heron Renaissance Choir Inc</a>	MA	\$314,922	Executive Di	\$49,847	<b>\$47,912</b>	2024
<a href="#">Theatre Dybbuk</a>	CA	\$314,939	See Sch O	\$65,149	<b>\$60,173</b>	2024
<a href="#">Mill City Farmers Market Charitable Fund</a>	MN	\$314,946	Executive Director	\$7,953	<b>\$8,406</b>	2024
<a href="#">Crystal Theatre Inc</a>	CT	\$313,678	President, Artistic Director	\$29,140	<b>\$30,088</b>	2023
<a href="#">Field Of Vision Inc</a>	NY	\$313,671	Executive Dir.	\$223,207	<b>\$215,739</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Performing Arts Academy Of New</a>	TX	\$313,628	Chairman	\$29,996	<b>\$32,094</b>	2024
<a href="#">The King's Canvas Gallery &amp; Studio</a>	AL	\$313,626	Executive Director	\$65,000	<b>\$77,330</b>	2023
<a href="#">Foundation For Spirituality And The</a>	SC	\$313,589	Foundation Manager	\$85,863	<b>\$95,813</b>	2024
<a href="#">Friends Of Sequoyah</a>	TN	\$315,037	Director	\$80,421	<b>\$93,090</b>	2023
<a href="#">Baton Rouge Blues Festival &amp; Foundation</a>	LA	\$313,533	Executive Director	\$72,000	<b>\$84,802</b>	2024
<a href="#">The Gunflint Trail Historical</a>	MN	\$315,116	Executive Di	\$30,616	<b>\$32,358</b>	2024
<a href="#">Connector Inc</a>	IA	\$313,491	Director Of Organizational	\$9,499	<b>\$11,125</b>	2024
<a href="#">Musical Theatre Factory Inc</a>	NY	\$313,462	President	\$50,000	<b>\$49,755</b>	2023
<a href="#">Atlanta Dance Theatre Inc</a>	GA	\$315,215	Artistic Dir	\$65,078	<b>\$69,991</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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** 2000 organizations. Compensation range \$1–\$311,547; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$314,313); for reference, expenses \$309,703 and assets \$347,269.

**ROLE MATCH** Anne M Lampe, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 33 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Anne M Lampe) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$165,000 is reasonable (approximately the 99<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.