

# Ebenezer Maxwell Mansion Inc

Executive Director / CEO

EIN **231971984**  
 PA · NTEE A82Z  
 FY ending 2023-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Diane Richardson, Executive Director / CEO** (\$45,311) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Diane Richardson — reported title "EXEC DIR -1/1/23 TO 9/12/23", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A82Z).

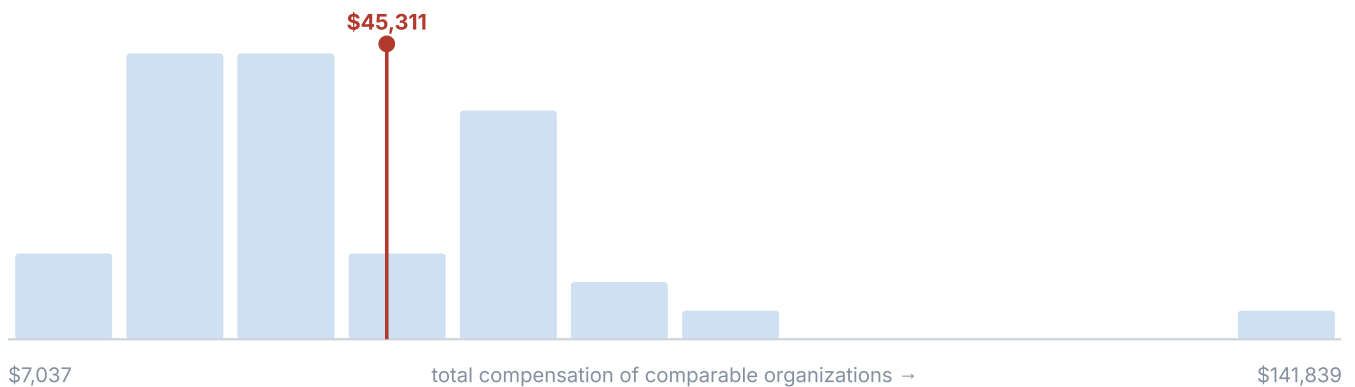
**BUDGET** Total revenue between \$81,092 and \$181,551 — 0.67x to 1.50x the subject's \$121,034 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

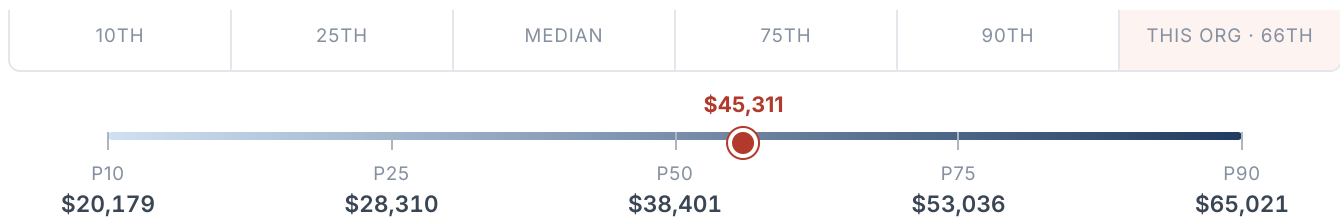
**38** organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,179	\$28,310	\$38,401	\$53,036	\$65,021	\$45,311
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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 PA 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="#">Historic Lexington Foundation</a>	VA	\$119,424	Executive Director	\$22,238	<b>\$20,914</b>	2024
<a href="#">Codington County Historical Society</a>	SD	\$123,793	Museum Director	\$49,778	<b>\$55,089</b>	2023
<a href="#">Captain Avery Museum Inc</a>	MD	\$124,562	Executive Director	\$46,688	<b>\$43,770</b>	2023
<a href="#">Burnett County Historical Society Inc</a>	WI	\$116,296	Executive Director	\$6,719	<b>\$7,037</b>	2023
<a href="#">Southwest Seattle Historical Society</a>	WA	\$128,815	Executive Dir.	\$60,138	<b>\$52,443</b>	2024
<a href="#">Dwight D Eisenhower Society</a>	PA	\$132,722	Executive Dir.	\$41,074	<b>\$39,896</b>	2024
<a href="#">Abraham Lincoln Association</a>	IL	\$133,129	Executive Manager	\$29,125	<b>\$28,713</b>	2023
<a href="#">Swiss Heritage Society Inc</a>	IN	\$105,467	President	\$18,692	<b>\$19,200</b>	2024
<a href="#">Peterborough Historical Society</a>	NH	\$136,828	Executive Direc	\$68,827	<b>\$61,900</b>	2024
<a href="#">Hillforest Historical Foundation Inc</a>	IN	\$137,979	Executive Director - Left Mid-year	\$28,697	<b>\$29,476</b>	2024
<a href="#">Montgomery Co Historical Society</a>	IN	\$103,557	Exec Directo	\$24,621	<b>\$25,290</b>	2024
<a href="#">Lewis &amp; Clark National Park Association</a>	OR	\$101,962	Executive Director	\$56,787	<b>\$51,365</b>	2024
<a href="#">Brown County Historical Society</a>	WI	\$143,537	Executive Director	\$61,500	<b>\$62,559</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hunterdon County Historical Society</a>	NJ	\$150,272	Executive Administrator	\$60,000	<b>\$52,178</b>	2024
<a href="#">Colonial Theater Inc</a>	ME	\$90,527	Executive Director	\$30,000	<b>\$30,124</b>	2023
<a href="#">Westport Historical Society Inc</a>	CT	\$153,112	Executive Di	\$155,315	<b>\$141,839</b>	2024
<a href="#">Berkeley Architectural Heritage Association</a>	CA	\$88,893	Executive Director	\$33,500	<b>\$28,175</b>	2024
<a href="#">Tioga County Historical Society</a>	PA	\$86,949	Managing Director	\$28,891	<b>\$28,891</b>	2023
<a href="#">Warren County Historical Society</a>	PA	\$155,664	Executive Director	\$39,287	<b>\$39,287</b>	2023
<a href="#">Kenilworth Historical Society</a>	IL	\$157,577	Director	\$53,998	<b>\$53,234</b>	2023
<a href="#">Ohio To Erie Trail Fund</a>	OH	\$83,119	Exec Director-non Voting	\$36,000	<b>\$37,138</b>	2024
<a href="#">Delaware County Historical Society</a>	PA	\$159,182	Acting Executive Director	\$56,000	<b>\$54,393</b>	2024
<a href="#">Sewickley Valley Historical Society</a>	PA	\$81,939	Executive Director	\$41,167	<b>\$41,167</b>	2023
<a href="#">The Clifton Forge Company</a>	VA	\$161,429	Executive Director	\$26,570	<b>\$25,726</b>	2023
<a href="#">Stevens County Historical Society</a>	MN	\$162,560	Executive Dir.	\$34,226	<b>\$33,913</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	38 organizations. Compensation range \$7,037–\$141,839; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$121,034); for reference, expenses \$153,908 and assets \$471,452.
ROLE MATCH	Diane Richardson, reported title "EXEC DIR -1/1/23 TO 9/12/23", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	66 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Diane Richardson) 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 10, 2026, comparing compensation against 38 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,311 is reasonable (approximately the 66<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.