

Preservation Pennsylvania

Executive Director / CEO

EIN 232219097
 PA · NTEE A800
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Melinda Crawford, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

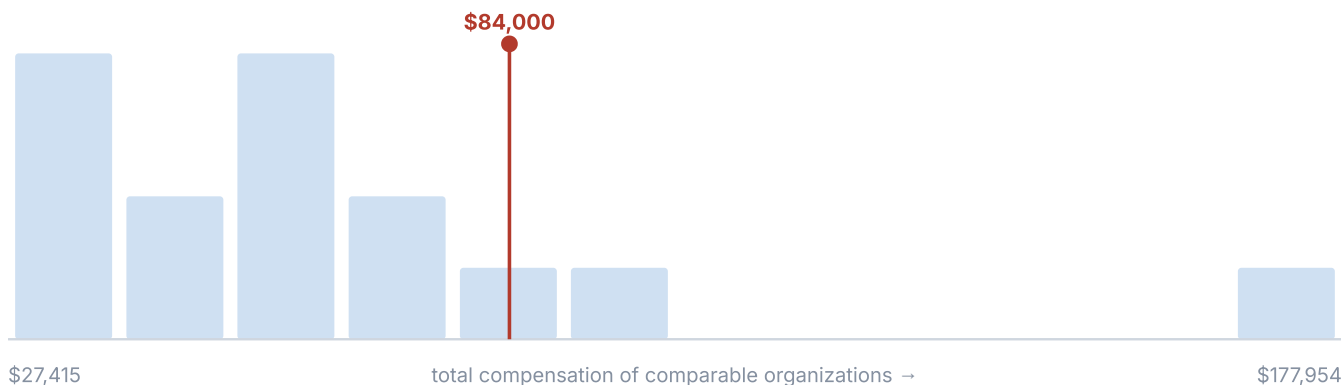
Benchmarked executive: Melinda Crawford — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A800).
BUDGET	Total revenue between \$215,248 and \$481,900 — 0.67x to 1.50x the subject's \$321,267 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80) + PA + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$37,880	\$42,501	\$61,277	\$74,968	\$94,562	\$84,000
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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
Veterans Breakfast Club	PA	\$329,512	Executive Di	\$98,385	\$101,291	2023
Pennsylvania Heritage Foundation	PA	\$331,028	Executive Di	\$27,415	\$27,415	2024
Doylestown Historical Society Np	PA	\$307,622	Executive Director	\$36,410	\$37,485	2023
Downtown Carlisle Association	PA	\$304,562	Main Street Manager	\$74,762	\$74,762	2024
Centre County Historical Society	PA	\$342,593	Executive Director	\$39,833	\$39,833	2024
Oxford Mainstreet Inc	PA	\$347,801	Interim Ed	\$38,473	\$38,473	2024
Lumber Heritage Region Of Pa Inc	PA	\$354,189	Executive Director	\$61,277	\$61,277	2024
Historical Society Of Montgomery County	PA	\$287,660	Executive Director	\$73,017	\$75,174	2023
Berwick Historical Society	PA	\$273,374	Executive Director	\$54,530	\$54,530	2024
Presque Isle Light Station	PA	\$379,832	Executive Director	\$62,500	\$64,346	2023
Historic Rittenhousetown Inc	PA	\$231,918	Executive Director	\$64,773	\$64,773	2024
Young Preservationists Association Of Pittsburgh	PA	\$228,825	Executive Director	\$82,046	\$84,469	2023
Washington County Historical	PA	\$426,056	Executive Di	\$45,169	\$45,169	2024
Philadelphia Holocaust Remembrance	PA	\$456,529	Executive Director	\$172,849	\$177,954	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Artist-blacksmiths Association Of North America Inc	PA	\$469,380	Executive Dir.	\$50,000	\$50,000	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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.

■ Sample, role match & sensitivity

PEER COUNT	15 organizations. Compensation range \$27,415–\$177,954; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$321,267); for reference, expenses \$400,238 and assets \$484,581.
ROLE MATCH	Melinda Crawford, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	80 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	80 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 (Melinda Crawford) 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 15 similarly situated organizations (Same NTEE sector (A80) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 80th 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.