

Columbia County Historical & Genealogical Society

Executive Director / CEO

EIN 237088155
PA · NTEE A80
FY ending 2024-03-31
June 9, 2026

This analysis benchmarks the total compensation of **Carol Woolridge, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Carol Woolridge — 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 (A80).

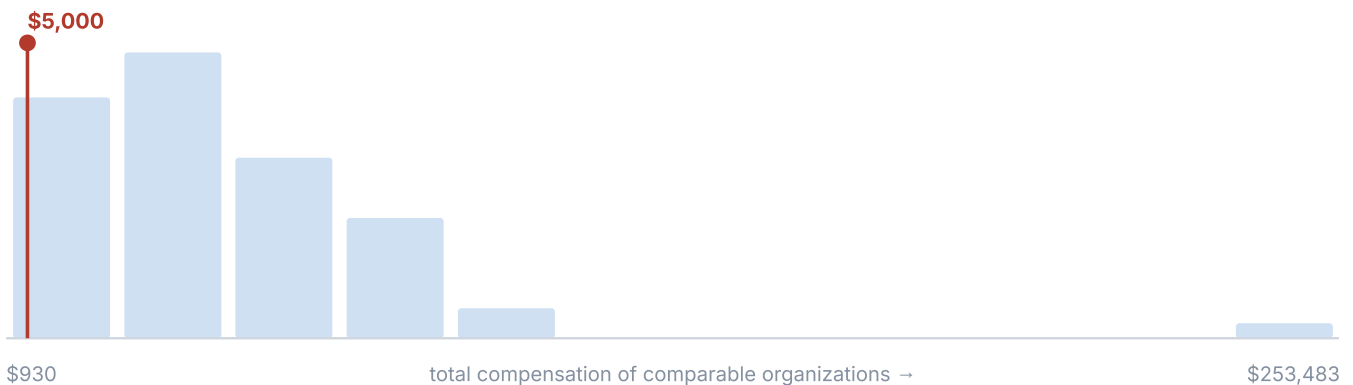
BUDGET Total revenue between \$87,311 and \$195,474 — 0.67x to 1.50x the subject's \$130,316 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,561 10TH	\$21,035 25TH	\$30,950 MEDIAN	\$56,301 75TH	\$76,599 90TH	\$5,000 THIS ORG · 3RD
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\$5,000



■ 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
Capitol Historic Trust Inc	DC	\$131,573	President	\$25,000	\$22,649	2023
T Thomas Fortune Foundation	NJ	\$132,664	Executive Di	\$34,588	\$30,967	2024
San Antonio Conservation Society	TX	\$127,075	Executive Director	\$13,380	\$13,818	2023
Craik-patton Inc	WV	\$134,149	Executive Director	\$40,000	\$43,430	2024
Listening Point Foundation	MN	\$126,150	Executive Director	\$24,960	\$25,462	2023
California History Center Foundation	CA	\$135,627	Program Director (Fhda Instructor)	\$292,740	\$253,483	2024
Natl Washington-rochambeau Rev Rt A	MD	\$139,631	Executive Di	\$32,800	\$30,750	2024
The Chicago Club Preservation Foundation	IL	\$141,514	Management Representative	\$29,859	\$29,436	2024
The George Joseph And Susie Ezzell Atta Memorial Library Inc	AL	\$118,265	Director, President	\$2,555	\$2,768	2024
The Ballard House Project Inc	AL	\$142,515	Executive Director	\$18,000	\$20,076	2023
Straus Historical Society	NY	\$115,721	Executive Director	\$42,000	\$38,058	2024
National Society Of The Daughters Of The	OK	\$147,152	President	\$7,500	\$8,527	2023
The Lafayette Trail Inc	PA	\$112,945	President	\$70,000	\$72,068	2023
Johnson House Historic Site	PA	\$112,477	Executive Director	\$21,000	\$21,000	2024
Highland Historical Society	VA	\$111,650	Executive Di	\$19,240	\$18,629	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shelton Historical Society Inc	CT	\$111,059	Executive Director	\$24,445	\$22,983	2024
Stockyards Plaza Inc	SD	\$149,752	Executive Director	\$76,301	\$84,442	2024
Lovell Historical Society	ME	\$151,332	President	\$19,815	\$20,484	2023
The Grand Foundation Inc	NE	\$152,532	Vice President	\$13,000	\$14,021	2024
Ponca City Mainstreet Inc	OK	\$152,974	Executive Di	\$54,014	\$59,642	2024
Westerly Armory Restoration Inc	RI	\$155,312	Treasurer	\$26,250	\$25,240	2024
Heritage Alliance Of Ne Tn & Sw Va	TN	\$155,315	Director	\$45,478	\$49,352	2023
Quakertown Alive	PA	\$155,888	Executive Director	\$67,022	\$67,022	2024
Norwalk Historical Society Inc	CT	\$156,068	Executive Dir.	\$48,000	\$45,130	2024
Hidalgo Foundation	TX	\$157,430	Pres./exec. Dir	\$44,083	\$44,219	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	58 organizations. Compensation range \$930–\$253,483; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$130,316); for reference, expenses \$81,769 and assets \$1,328,037.
ROLE MATCH	Carol Woolridge, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	3 rd

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 (Carol Woolridge) 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 58 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 3rd 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.