

# Colonial Pennsylvania Farmstead

Executive Director / CEO

EIN 237249215  
 PA · NTEE A82Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Sarah Farnsworth, Executive Director / CEO** (\$1,841) 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 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

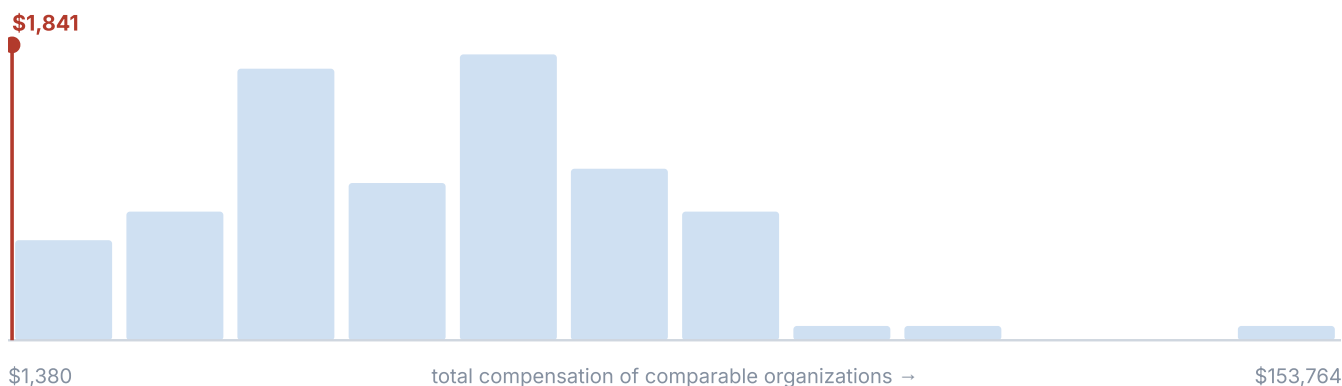
**Benchmarked executive:** Sarah Farnsworth — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A82Z).
- BUDGET** Total revenue between \$164,099 and \$367,387 — 0.67x to 1.50x the subject's \$244,925 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A82), 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



\$20,238	\$33,848	\$51,164	\$66,038	\$81,305	<b>\$1,841</b>
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 1ST
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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="#">Schoharie County Historical Society</a>	NY	\$245,308	Curator	\$64,789	<b>\$57,023</b>	2024
<a href="#">West Des Moines Historical Society</a>	IA	\$247,603	Executive Di	\$52,986	<b>\$56,508</b>	2024
<a href="#">Lelooska Foundation</a>	WA	\$241,645	President	\$12,253	<b>\$10,685</b>	2024
<a href="#">Lombard Historical Society</a>	IL	\$248,983	Costanzo	\$53,045	<b>\$52,294</b>	2023
<a href="#">Lakewood Historical Society</a>	OH	\$249,834	Executive Di	\$67,600	<b>\$67,940</b>	2025
<a href="#">Crawford County Historical Society</a>	PA	\$239,650	Executive Director	\$35,907	<b>\$35,907</b>	2023
<a href="#">Friends Of Clermont Inc</a>	NY	\$250,561	Executive Di	\$3,432	<b>\$3,021</b>	2024
<a href="#">Garfield Heritage Society</a>	IL	\$236,787	Executive Director	\$3,338	<b>\$3,196</b>	2024
<a href="#">Historic Preservation Trust Of</a>	PA	\$235,874	Director	\$1,380	<b>\$1,380</b>	2023
<a href="#">Rangeley Lakes Region Historical Society</a>	ME	\$254,765	Executive Director	\$85,828	<b>\$83,709</b>	2024
<a href="#">Milton Historical Society</a>	WI	\$235,066	Executive Director	\$43,160	<b>\$45,200</b>	2023
<a href="#">Harrisonburg-rockingham Historical</a>	VA	\$234,085	Executive Director	\$65,025	<b>\$61,152</b>	2024
<a href="#">Furnace Town Foundation Inc</a>	MD	\$256,119	Executive Di	\$59,289	<b>\$53,989</b>	2024
<a href="#">Geneva Historical Society</a>	IL	\$233,566	Executive Dir.	\$74,888	<b>\$71,709</b>	2024
<a href="#">Mount Gulian Society</a>	NY	\$256,383	Executive Di	\$97,804	<b>\$88,624</b>	2023
<a href="#">Rocky Mount Historical Association</a>	TN	\$256,386	Executive Director	\$69,271	<b>\$73,015</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Washington County Historical</a>	MD	\$231,361	Executive Di	\$30,601	<b>\$27,865</b>	2024
<a href="#">Berea Historical Society</a>	OH	\$230,863	Key Employee	\$9,894	<b>\$10,207</b>	2024
<a href="#">120 East State</a>	NJ	\$259,821	Project Leader	\$97,240	<b>\$84,563</b>	2024
<a href="#">Kankakee County Historical Society</a>	IL	\$227,254	Executive Dir.	\$50,594	<b>\$48,446</b>	2024
<a href="#">Umatilla County Historical Society</a>	OR	\$263,172	Executive Direc	\$37,867	<b>\$34,252</b>	2024
<a href="#">Montgomery County Historical</a>	NY	\$223,779	Executive Di	\$29,955	<b>\$26,365</b>	2024
<a href="#">Island County Historical Society</a>	WA	\$223,467	Executive Director	\$36,982	<b>\$33,202</b>	2023
<a href="#">Fort Mill Economic Partners</a>	SC	\$221,807	Executive Director	\$35,005	<b>\$36,620</b>	2023
<a href="#">Nittany Antique Machinery Association</a>	PA	\$268,569	Secretary	\$2,400	<b>\$2,331</b>	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 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	<b>90</b> organizations. Compensation range \$1,380–\$153,764; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$244,925); for reference, expenses \$303,197 and assets \$55,187.
ROLE MATCH	Sarah Farnsworth, reported title " <i>Vice President</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Sarah Farnsworth) 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 (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,841 is reasonable (approximately the 1<sup>st</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.