

John Hope Franklin Center For

Executive Director / CEO

EIN 264767477

OK · NTEE A80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Reuben Gant, Executive Director / CEO** (\$21,374) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

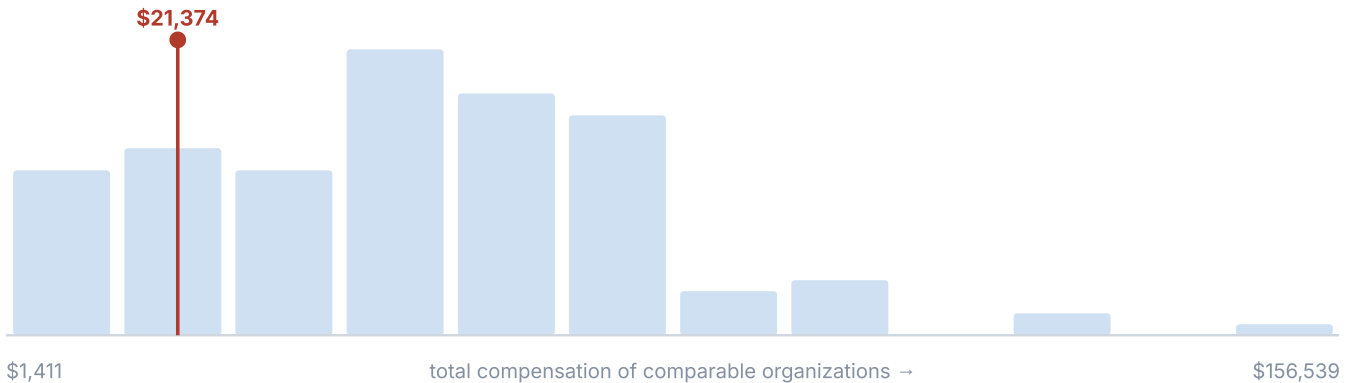
Benchmarked executive: Reuben Gant — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$216,706 and \$485,164 — 0.67x to 1.50x the subject's \$323,443 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,279	\$27,755	\$48,059	\$65,946	\$75,649	\$21,374
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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 OK 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
Clackamas Heritage Partners	OR	\$323,041	Executive Director	\$41,667	\$35,140	2023
Preservation Pennsylvania	PA	\$321,267	Executive Di	\$84,000	\$73,891	2024
Schmahl Science Workshops Inc	CA	\$325,715	Executive Director	\$18,201	\$13,864	2024
Cyprus American Archaeological Research	VA	\$325,875	Executive Director	\$66,417	\$58,239	2023
Friends Of Linden Hill Inc	MN	\$327,202	Executive Director	\$71,521	\$62,339	2024
Loudoun Laurels	VA	\$319,215	Executive Di	\$59,000	\$50,250	2024
Honor Flight New England Inc	NH	\$318,561	Executive Director	\$61,963	\$50,469	2024
Veterans Breakfast Club	PA	\$329,512	Executive Di	\$98,385	\$89,101	2023
Pennsylvania Heritage Foundation	PA	\$331,028	Executive Di	\$27,415	\$24,115	2024
Colorado Music Hall Of Fame	CO	\$331,686	Executive Di	\$150,800	\$127,551	2024
Bessemer Historical Society Inc	CO	\$332,515	Executive Director	\$86,409	\$73,087	2024
Eldridge Park Carousel Preservation	NY	\$332,587	General Manager/director	\$43,952	\$35,034	2024
Yellowstone Historic Center Inc	MT	\$314,151	Executive Director	\$75,000	\$73,420	2023
Connectcr Inc	IA	\$313,491	Director Of Organizational	\$9,499	\$9,174	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
David Labkovski Project	CA	\$333,503	Executive Director	\$117,075	\$89,175	2024
Historic Downtown Liberty Inc	MO	\$313,195	Executive Di	\$75,474	\$70,514	2024
Greater Ashmont Main Street Inc	MA	\$310,482	Executive Director	\$58,991	\$45,555	2025
Buffalo Heritage Carousel Inc	NY	\$310,356	Executive Director	\$1,771	\$1,411	2024
Srs Heritage Foundation Inc	SC	\$337,123	Comptroller	\$4,302	\$3,959	2024
Wegner Arboretum Society	SD	\$309,451	Executive Dir.	\$60,005	\$58,415	2024
100th Bomb Group Foundation Inc	MI	\$337,821	Executive Vp, Director	\$5,000	\$4,687	2023
Doylestown Historical Society Np	PA	\$307,622	Executive Director	\$36,410	\$32,974	2023
Beck Cultural Exchange Center Inc	TN	\$305,869	President	\$100,865	\$93,523	2024
Bandera Natural History And Art Museum	TX	\$341,572	Director Of Operations	\$16,600	\$15,080	2023
Women's Club Foundation Inc	MD	\$341,970	Executive Director	\$18,105	\$14,931	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 127 organizations. Compensation range \$1,411–\$156,539; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$323,443); for reference, expenses \$300,498 and assets \$1,440,322.
ROLE MATCH	Reuben Gant, 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	3 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	18 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	17 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 (Reuben Gant) 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 127 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,374 is reasonable (approximately the 18th 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.