

Aristides De Sousa Mendes Foundation-us

Executive Director / CEO

EIN 273630528

NY · NTEE A80

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Olivia Mattis Phd, Executive Director / CEO** (\$51,004) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

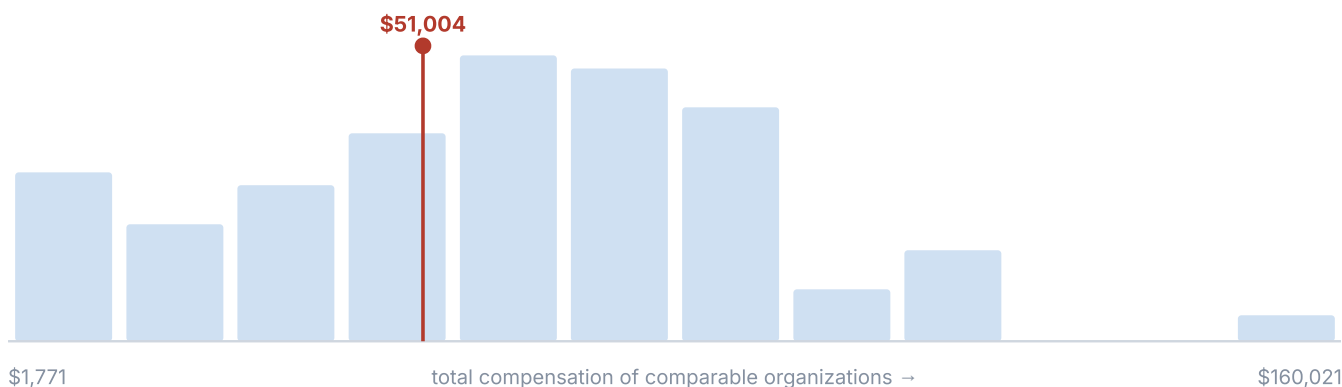
Benchmarked executive: Olivia Mattis Phd — reported title “BOARD PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

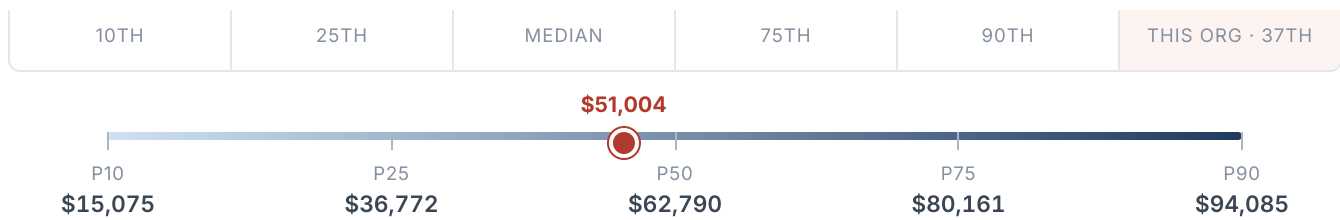
SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$195,647 and \$438,016 — 0.67x to 1.50x the subject's \$292,011 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,075	\$36,772	\$62,790	\$80,161	\$94,085	\$51,004
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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 NY 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
Sarpy County Historical Society	NE	\$292,637	Executive Director	\$57,115	\$69,990	2023
The Cambridge Historical Society	MA	\$290,178	Executive Director	\$116,615	\$115,968	2024
Historical Society Of Montgomery County	PA	\$287,660	Executive Director	\$73,017	\$82,961	2023
Camelot Days Inc	FL	\$296,448	Director	\$10,000	\$10,396	2024
North Hawaii Heritage Foundation	HI	\$298,274	Executive Director	\$47,654	\$47,215	2024
Kathmandu Valley Preservation Trust Inc	NY	\$298,584	Executive Director	\$4,500	\$4,500	2024
Friends Of Florida History Inc	FL	\$285,007	Division Dir	\$21,686	\$23,211	2023
Lewis & Clark Trail Heritage Foundation	MT	\$299,037	Ceo	\$52,423	\$62,536	2024
Bardstown Historic Development	KY	\$302,842	Director/curator	\$47,600	\$56,594	2024
Rensselaer County Historical Society	NY	\$303,386	Executive Director	\$67,385	\$69,375	2023
Downtown Carlisle Association	PA	\$304,562	Main Street Manager	\$74,762	\$82,507	2024
Beck Cultural Exchange Center Inc	TN	\$305,869	President	\$100,865	\$117,331	2024
Charleston County Parks Foundation	SC	\$276,622	Executive Di	\$61,534	\$71,041	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Doylestown Historical Society Np	PA	\$307,622	Executive Director	\$36,410	\$41,368	2023
The Whitesbog Preservation Trust Inc	NJ	\$276,286	Executive Dir.	\$58,000	\$57,308	2024
High Plains Heritage Society Inc	SD	\$275,804	Executive Director	\$68,805	\$84,034	2024
Musical Arts Society Of New Orleans	LA	\$275,504	Executive Dir.	\$40,000	\$50,182	2023
Main Street Portsmouth	OH	\$275,016	Executive Di	\$27,605	\$33,311	2023
Wegner Arboretum Society	SD	\$309,451	Executive Dir.	\$60,005	\$73,286	2024
Buffalo Heritage Carousel Inc	NY	\$310,356	Executive Director	\$1,771	\$1,771	2024
Greater Ashmont Main Street Inc	MA	\$310,482	Executive Director	\$58,991	\$57,151	2025
Berwick Historical Society	PA	\$273,374	Executive Director	\$54,530	\$60,179	2024
Louisiana Children's	LA	\$272,001	Operations M	\$30,000	\$36,557	2024
Historic Downtown Liberty Inc	MO	\$313,195	Executive Di	\$75,474	\$88,464	2024
Connectcr Inc	IA	\$313,491	Director Of Organizational	\$9,499	\$11,510	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	124 organizations. Compensation range \$1,771–\$160,021; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$292,011); for reference, expenses \$261,867 and assets \$213,339.
ROLE MATCH	Olivia Mattis Phd, reported title "BOARD PRESIDENT AND CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	37 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	35 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 (Olivia Mattis Phd) 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 124 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,004 is reasonable (approximately the 37th 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.