

Goldfield Superstition Historical Society Inc

Executive Director / CEO

EIN 320105795
 AZ · NTEE A80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shane Feldman, Executive Director / CEO** (\$29,200) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Shane Feldman — reported title “Clerk”, 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 (A80).
BUDGET	Total revenue between \$68,460 and \$153,270 — 0.67x to 1.50x the subject's \$102,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,259	\$19,316	\$26,402	\$39,463	\$76,055	\$29,200
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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 AZ 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
Exchange Arts	PA	\$99,483	Executive Director	\$51,674	\$55,164	2023
Historic St Mary's Mission Inc	MT	\$97,317	Executive Director	\$24,249	\$27,179	2024
Old Santa Fe Association Inc	NM	\$96,670	Executive Di	\$69,783	\$78,043	2024
Shelton Historical Society Inc	CT	\$111,059	Executive Director	\$24,445	\$23,832	2024
Highland Historical Society	VA	\$111,650	Executive Di	\$19,240	\$19,316	2024
Historic Marion Revitalization	SC	\$91,900	Executive Dir.	\$27,394	\$28,950	2025
Johnson House Historic Site	PA	\$112,477	Executive Director	\$21,000	\$21,775	2024
The Lafayette Trail Inc	PA	\$112,945	President	\$70,000	\$74,729	2023
Historical Society Of Perry County	PA	\$91,041	Employee	\$930	\$964	2024
Straus Historical Society	NY	\$115,721	Executive Director	\$42,000	\$39,463	2024
Crawford Family Historical Museum Inc	TX	\$87,830	Secretary-treasurer	\$29,952	\$32,074	2023
Dublin Community Center	NH	\$87,586	Center Director	\$24,999	\$24,002	2024
Whitesville Historical Society Inc	KY	\$86,210	Executive Di	\$21,012	\$24,167	2023
The George Joseph And Susie Ezzell Atta Memorial Library Inc	AL	\$118,265	Director, President	\$2,555	\$2,870	2024
Mainstreet Las Vegas Inc	NM	\$85,591	Executive Director	\$25,000	\$27,959	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jackson County Historical Society	IA	\$84,497	Curator	\$25,000	\$28,463	2024
The Nolumbeka Project Inc	MA	\$83,733	President	\$250	\$240	2023
Electrical Workers Historical Society	DC	\$81,472	President (Eff. 1/4/23)	\$239,765	\$225,237	2023
Listening Point Foundation	MN	\$126,150	Executive Director	\$24,960	\$26,402	2023
Historic Poole Forge Inc	PA	\$77,468	Director	\$45,200	\$46,869	2024
San Antonio Conservation Society	TX	\$127,075	Executive Director	\$13,380	\$14,328	2023
Fort Preservation Society	CA	\$75,251	Executive Director	\$14,880	\$13,755	2023
Columbia County Historical & Genealogical Society	PA	\$130,316	Executive Director	\$5,000	\$5,185	2024
Appelo Archives Center	WA	\$73,356	Administration	\$23,914	\$22,920	2023
Capitol Historic Trust Inc	DC	\$131,573	President	\$25,000	\$23,485	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **37** organizations. Compensation range \$240–\$262,842; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$102,180); for reference, expenses \$108,660 and assets \$53,580.

ROLE MATCH	Shane Feldman, reported title " <i>Clerk</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	5 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	62 nd
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	59 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 (Shane Feldman) 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 37 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,200 is reasonable (approximately the 62nd 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.