

Annie E Woodman Institute Inc

Executive Director / CEO

EIN 320586434

NH · NTEE A50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jonathan Nichols, Executive Director / CEO** (\$55,847) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

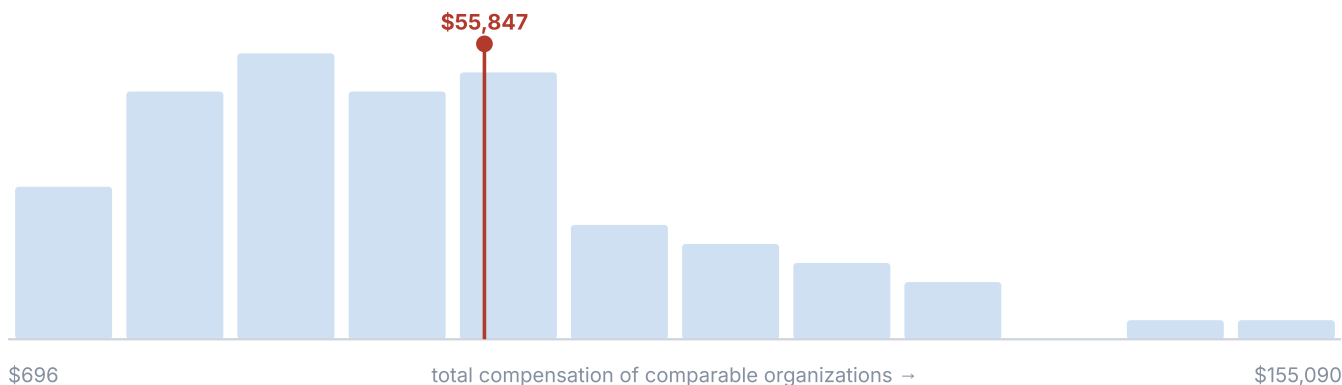
Benchmarked executive: Jonathan Nichols — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A50).
BUDGET	Total revenue between \$142,755 and \$319,602 — 0.67x to 1.50x the subject's \$213,068 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,782	\$26,530	\$42,523	\$64,727	\$90,599	\$55,847
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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 NH 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
Ilwaco Heritage Foundation	WA	\$211,656	Executive Director	\$43,655	\$41,115	2024
Lawndale Pop-up Spot	IL	\$216,211	Treasurer	\$26,000	\$26,888	2024
Spencer-penn School Preservation Organization Inc	VA	\$216,337	Executive Director	\$46,700	\$48,833	2023
Rpm Foundation	WA	\$220,604	Exec Director, Rpm	\$115,940	\$109,192	2024
Texas Agricultural Education &	TX	\$203,776	Director	\$27,192	\$28,613	2024
International Towing & Recovery	TN	\$202,073	Executive Director	\$13,846	\$15,310	2024
Illinois Rock & Roll Museum On	IL	\$199,486	President	\$30,200	\$32,154	2023
Harriet Tubman Museum Of Cape May	NJ	\$226,855	Executive Di	\$26,000	\$26,171	2022
Laurens County Museum Association	SC	\$228,620	Museum Direc	\$10,000	\$11,298	2023
Hale Puna	HI	\$196,791	Treasurer	\$21,224	\$19,989	2024
National Museum Of Gospel Music	IL	\$196,675	President And Executive Director	\$68,750	\$71,099	2024
Sappington House Foundation	MO	\$195,939	Resident Manager And Promoter	\$2,600	\$2,896	2024
Three Oaks Spokes Bicycle Club	MI	\$232,222	President & Executive Director	\$48,000	\$52,117	2024
Tennessee History For Kids	TN	\$232,658	Executive Director	\$143,973	\$155,090	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Museum Association Of East	OH	\$192,109	President	\$2,615	\$2,914	2024
The Newberry Museum	SC	\$234,063	Museum Executive Director	\$42,708	\$48,253	2023
Foundation Advancing Creation Truth	MT	\$235,119	President	\$48,406	\$54,888	2024
Cincinnati Fire Museum	OH	\$235,503	Executive Director	\$78,000	\$89,471	2023
The National Voice Of America Museum	OH	\$189,869	Executive Dir.	\$60,000	\$68,824	2023
San Antonio Fire Museum Society Inc	TX	\$189,832	President/ceo	\$13,000	\$13,679	2024
Steamboat Era Museum Inc	VA	\$188,985	Executive Di	\$36,224	\$36,792	2024
Modern And Contemporary Art Support Corp	NY	\$187,869	Secretary	\$43,041	\$42,121	2023
Denver Museum Of Miniatures Dolls & Toys	CO	\$187,017	Museum Director	\$58,320	\$60,563	2023
Wornall-majors House Museums Inc	MO	\$240,200	Acting Executive Director	\$49,780	\$57,101	2023
Museum Of Art And Digital Entertainment	CA	\$240,306	Fmr Ex Dir	\$42,031	\$38,178	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 **83** organizations. Compensation range \$696–\$155,090; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$213,068); for reference, expenses \$293,815 and assets \$1,296,243.
ROLE MATCH	Jonathan Nichols, 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	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	64 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	55 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 (Jonathan Nichols) 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 83 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,847 is reasonable (approximately the 64th 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.