

Natl Washington-rochambeau Rev Rt A

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ellen Von Karajan, Executive Director / CEO** (\$32,800) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Ellen Von Karajan — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A80).

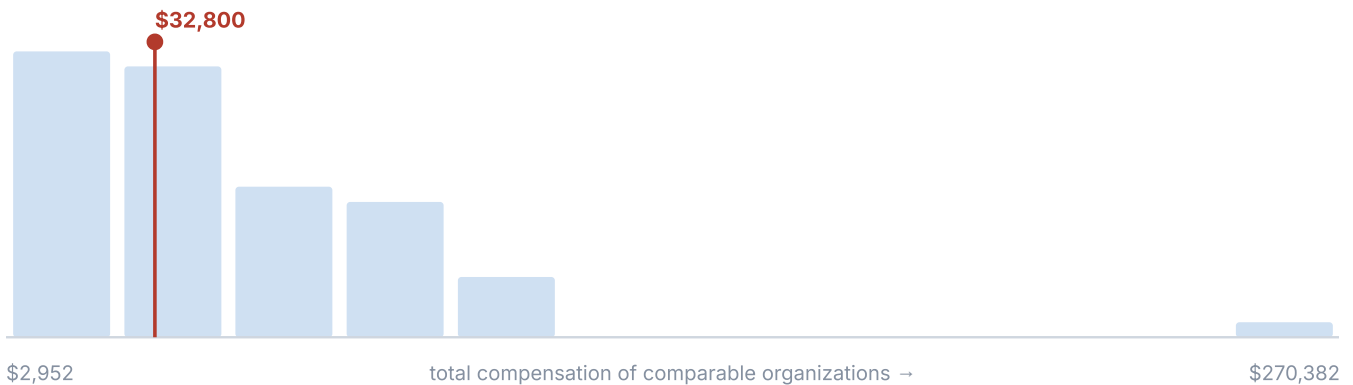
BUDGET Total revenue between \$93,552 and \$209,446 — 0.67x to 1.50x the subject's \$139,631 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,952

total compensation of comparable organizations →

\$270,382

\$13,611

\$22,400

\$40,595

\$66,316

\$87,282

\$32,800



● 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 MD 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
The Chicago Club Preservation Foundation	IL	\$141,514	Management Representative	\$29,859	\$31,399	2024
The Ballard House Project Inc	AL	\$142,515	Executive Director	\$18,000	\$21,415	2023
California History Center Foundation	CA	\$135,627	Program Director (Fhda Instructor)	\$292,740	\$270,382	2024
Craik-patton Inc	WV	\$134,149	Executive Director	\$40,000	\$46,325	2024
T Thomas Fortune Foundation	NJ	\$132,664	Executive Di	\$34,588	\$33,032	2024
National Society Of The Daughters Of The	OK	\$147,152	President	\$7,500	\$9,095	2023
Capitol Historic Trust Inc	DC	\$131,573	President	\$25,000	\$24,158	2023
Columbia County Historical & Genealogical Society	PA	\$130,316	Executive Director	\$5,000	\$5,333	2024
Stockyards Plaza Inc	SD	\$149,752	Executive Director	\$76,301	\$90,072	2024
Lovell Historical Society	ME	\$151,332	President	\$19,815	\$21,850	2023
San Antonio Conservation Society	TX	\$127,075	Executive Director	\$13,380	\$14,739	2023
The Grand Foundation Inc	NE	\$152,532	Vice President	\$13,000	\$14,956	2024
Ponca City Mainstreet Inc	OK	\$152,974	Executive Di	\$54,014	\$63,618	2024
Listening Point Foundation	MN	\$126,150	Executive Director	\$24,960	\$27,159	2023
Westerly Armory Restoration Inc	RI	\$155,312	Treasurer	\$26,250	\$26,923	2024
Heritage Alliance Of Ne Tn & Sw Va	TN	\$155,315	Director	\$45,478	\$52,642	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Quakertown Alive	PA	\$155,888	Executive Director	\$67,022	\$71,490	2024
Norwalk Historical Society Inc	CT	\$156,068	Executive Dir.	\$48,000	\$48,139	2024
Hidalgo Foundation	TX	\$157,430	Pres./exec. Dir	\$44,083	\$47,167	2024
East Tennessee Historical Society Foundation	TN	\$157,780	President/ceo	\$13,361	\$15,022	2024
Saint Petersburg Preservation Inc	FL	\$159,952	Executive Director	\$84,621	\$85,030	2024
The George Joseph And Susie Ezzell Atta Memorial Library Inc	AL	\$118,265	Director, President	\$2,555	\$2,952	2024
The Allen County Courthouse Preservation Trust Inc	IN	\$161,074	Executive Director	\$90,789	\$102,408	2024
Wilsons Creek National Battlefield Foundation	MO	\$162,963	Executive Director	\$46,230	\$52,374	2024
Straus Historical Society	NY	\$115,721	Executive Director	\$42,000	\$40,595	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	61 organizations. Compensation range \$2,952–\$270,382; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$139,631); for reference, expenses \$149,278 and assets \$189,017.
ROLE MATCH	Ellen Von Karajan, reported title "EXECUTIVE DI", 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	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	41 st
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	36 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 (Ellen Von Karajan) 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 61 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,800 is reasonable (approximately the 41st 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.