

# Swiss Heritage Society Inc

Executive Director / CEO

EIN 351631990

IN · NTEE A82Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ernie Steiner, Executive Director / CEO** (\$18,692) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Ernie Steiner — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (A82Z).

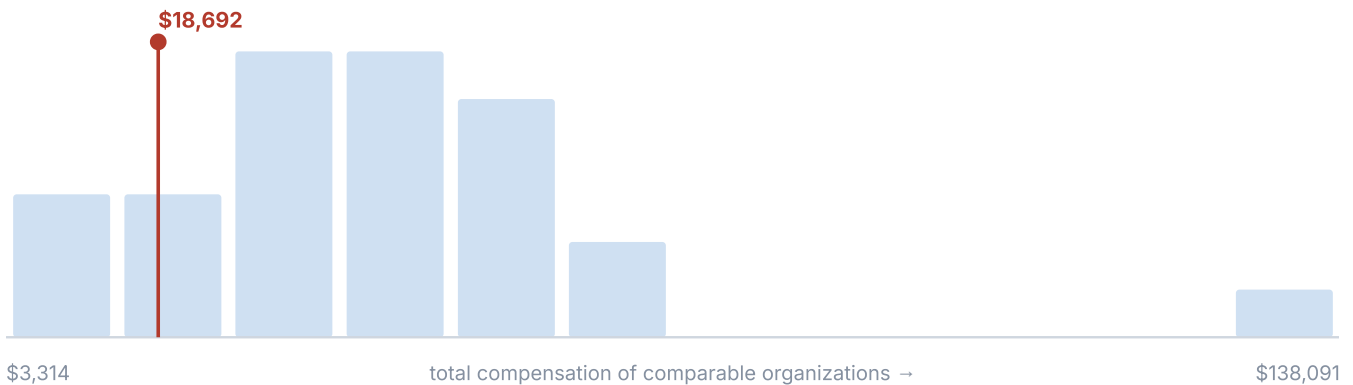
**BUDGET** Total revenue between \$70,662 and \$158,200 — 0.67x to 1.50x the subject's \$105,467 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

**26** organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,367</b>	<b>\$27,562</b>	<b>\$38,545</b>	<b>\$50,601</b>	<b>\$56,949</b>	<b>\$18,692</b>
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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 IN 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
<a href="#">Montgomery Co Historical Society</a>	IN	\$103,557	Exec Directo	\$24,621	<b>\$24,621</b>	2024
<a href="#">Lewis &amp; Clark National Park Association</a>	OR	\$101,962	Executive Director	\$56,787	<b>\$50,007</b>	2024
<a href="#">Burnett County Historical Society Inc</a>	WI	\$116,296	Executive Director	\$6,719	<b>\$6,850</b>	2023
<a href="#">Historic Lexington Foundation</a>	VA	\$119,424	Executive Director	\$22,238	<b>\$20,361</b>	2024
<a href="#">Colonial Theater Inc</a>	ME	\$90,527	Executive Director	\$30,000	<b>\$29,327</b>	2023
<a href="#">Ebenezer Maxwell Mansion Inc</a>	PA	\$121,034	Exec Dir -1/1/23 To 9/12/23	\$45,311	<b>\$44,113</b>	2023
<a href="#">Berkeley Architectural Heritage Association</a>	CA	\$88,893	Executive Director	\$33,500	<b>\$27,431</b>	2024
<a href="#">Codrington County Historical Society</a>	SD	\$123,793	Museum Director	\$49,778	<b>\$53,633</b>	2023
<a href="#">Tioga County Historical Society</a>	PA	\$86,949	Managing Director	\$28,891	<b>\$28,127</b>	2023
<a href="#">Captain Avery Museum Inc</a>	MD	\$124,562	Executive Director	\$46,688	<b>\$42,613</b>	2023
<a href="#">Ohio To Erie Trail Fund</a>	OH	\$83,119	Exec Director-non Voting	\$36,000	<b>\$36,157</b>	2024
<a href="#">Southwest Seattle Historical Society</a>	WA	\$128,815	Executive Dir.	\$60,138	<b>\$51,056</b>	2024
<a href="#">Sewickley Valley Historical Society</a>	PA	\$81,939	Executive Director	\$41,167	<b>\$40,079</b>	2023
<a href="#">Marquette Range Iron Mining</a>	MI	\$80,308	Director/man	\$14,263	<b>\$14,372</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Haddam Historical Society Inc</a>	CT	\$79,914	Exec Directo	\$44,837	<b>\$41,042</b>	2023
<a href="#">Dwight D Eisenhower Society</a>	PA	\$132,722	Executive Dir.	\$41,074	<b>\$38,841</b>	2024
<a href="#">National Society Of The Sons Of The American Revolution</a>	PA	\$78,057	President & Registrar	\$3,504	<b>\$3,314</b>	2024
<a href="#">Abraham Lincoln Association</a>	IL	\$133,129	Executive Manager	\$29,125	<b>\$27,954</b>	2023
<a href="#">Preservation Of Historic Winchester Inc</a>	VA	\$76,418	Executive Director	\$24,314	<b>\$22,262</b>	2024
<a href="#">Peterborough Historical Society</a>	NH	\$136,828	Executive Direc	\$68,827	<b>\$60,264</b>	2024
<a href="#">Hillforest Historical Foundation Inc</a>	IN	\$137,979	Executive Director - Left Mid-year	\$28,697	<b>\$28,697</b>	2024
<a href="#">Brown County Historical Society</a>	WI	\$143,537	Executive Director	\$61,500	<b>\$60,905</b>	2024
<a href="#">Hunterdon County Historical Society</a>	NJ	\$150,272	Executive Administrator	\$60,000	<b>\$50,799</b>	2024
<a href="#">Westport Historical Society Inc</a>	CT	\$153,112	Executive Di	\$155,315	<b>\$138,091</b>	2024
<a href="#">Warren County Historical Society</a>	PA	\$155,664	Executive Director	\$39,287	<b>\$38,248</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 26 organizations. Compensation range \$3,314–\$138,091; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$105,467); for reference, expenses \$149,086 and assets \$922,987. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ernie Steiner, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</sup>

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 (Ernie Steiner) 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 26 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,692 is reasonable (approximately the 12<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.