

Campton Historic Agricultural Lands Inc

Executive Director / CEO

EIN 362969064

IL · NTEE A82Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jerome Johnson, Executive Director / CEO** (\$67,713) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Jerome Johnson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

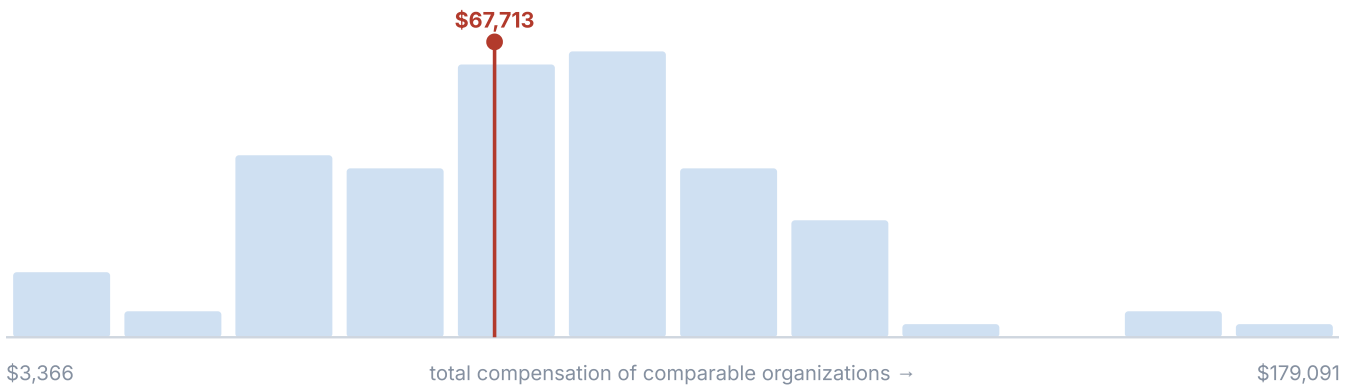
SECTOR Organizations sharing the subject's NTEE classification (A82Z).

BUDGET Total revenue between \$324,667 and \$726,868 — 0.67x to 1.50x the subject's \$484,579 (the band tightens as size grows).

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

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,371	\$52,742	\$67,713	\$82,084	\$96,455	\$110,826	\$125,197	\$139,568	\$153,939	\$168,310	\$179,091
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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 IL 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
Hammond-harwood House Association Inc	MD	\$485,274	Executive Director	\$70,000	\$66,567	2024
Maine Preservation	ME	\$482,319	Executive Di	\$107,039	\$106,213	2025
Historic Manassas Inc	VA	\$487,916	Executive Director	\$94,490	\$95,542	2023
Norwalk Seaport Association Inc	CT	\$478,246	Business Manger	\$85,800	\$84,245	2023
Noah Webster House Inc	CT	\$477,253	Executive Director	\$40,884	\$38,992	2024
Greenbrier Historical Society Inc	WV	\$492,312	Executive Director	\$38,643	\$42,559	2024
California Preservation Foundation	CA	\$464,454	Executive Director	\$103,600	\$90,995	2024
Trustees Of Bloomfield Academy	ME	\$462,993	Treasurer	\$5,004	\$4,965	2025
Huntington Historical Society	NY	\$461,277	Executive Director	\$75,500	\$69,395	2024
Santa Ynez Valley Historical Society	CA	\$508,146	Director	\$76,865	\$69,507	2023
Southern Memorial Association	VA	\$460,504	Executive Di	\$65,430	\$66,159	2023
Washington County Historical Society Inc	WI	\$508,700	Executive Director	\$87,144	\$92,573	2024
Presser Arts Center	MO	\$455,037	Exec Dir	\$73,500	\$79,185	2024
Hallockville Inc	NY	\$454,068	Executive Di	\$86,539	\$79,542	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Restaurant Association	IL	\$517,429	Executive Director	\$3,843	\$3,843	2024
Historic Augusta Inc	GA	\$446,258	Executive Di	\$88,726	\$90,745	2024
Gracie Mansion Conservancy	NY	\$445,340	Executive Director	\$200,000	\$179,091	2025
Waterford Foundation Inc	VA	\$524,189	Executive Director	\$56,073	\$56,697	2023
Jerome Historical Society Inc	AZ	\$525,098	Executive Director	\$89,480	\$87,533	2024
The Alden Kindred Of America Inc	MA	\$529,370	Director	\$45,846	\$43,143	2023
Museum Of The American Railroad	TX	\$438,959	Ceo	\$88,480	\$92,686	2023
Manitowoc County Historical Society Inc	WI	\$530,718	Executive Director	\$55,000	\$58,426	2024
Southern California Historical Aviation Foundation	CA	\$533,846	Executive Director	\$75,336	\$66,170	2024
The Shirley-eustis House Association	MA	\$535,841	Executive Director	\$79,350	\$72,530	2024
North Andover Historical Society	MA	\$541,237	Executive Director	\$86,266	\$78,851	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **103** organizations. Compensation range \$3,366–\$179,091; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$484,579); for reference, expenses \$309,662 and assets \$5,462,309.
ROLE MATCH	Jerome Johnson, reported title " <i>Executive Director</i> ", 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	3 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	44 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	40 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 (Jerome Johnson) 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 103 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,713 is reasonable (approximately the 44th 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.