

# Historical Association Of Princeville

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Erin Pulst, Executive Director / CEO** (\$10,800) against **every comparable organization** that fit the selection criteria — **395** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

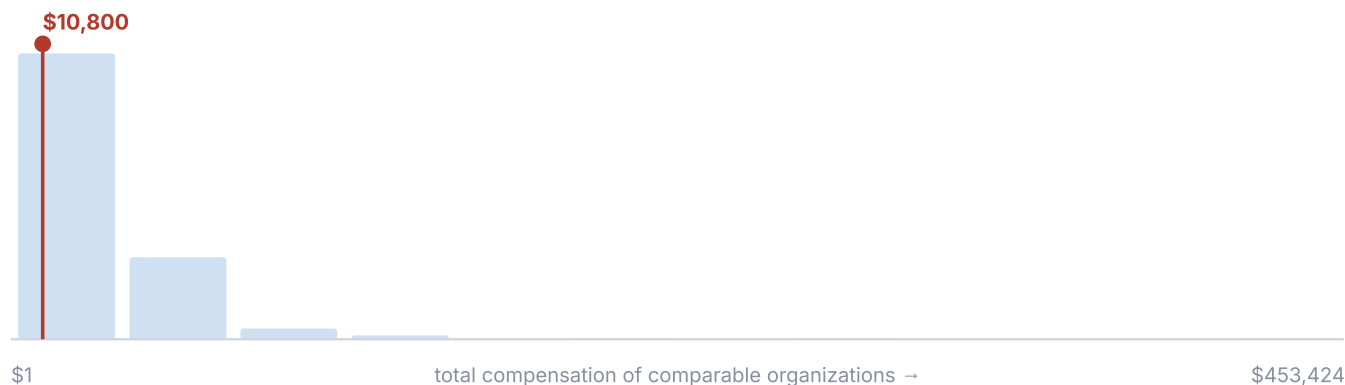
**Benchmarked executive:** Erin Pulst — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

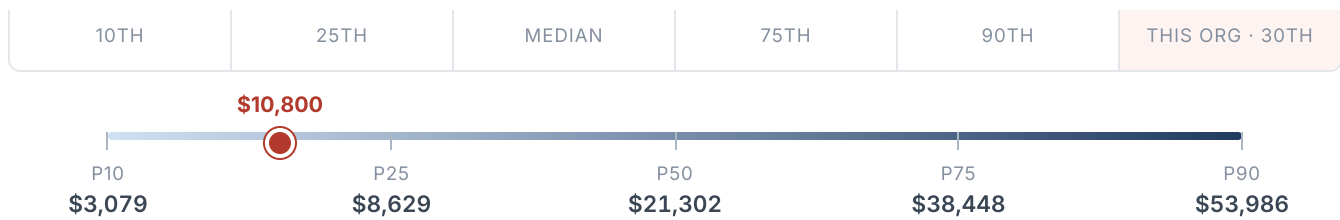
SECTOR	Organizations sharing the subject's NTEE classification (A56).
BUDGET	Total revenue between \$54,634 and \$122,316 — 0.67x to 1.50x the subject's \$81,544 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**395** organizations qualified on sector, size, and geography → **395** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,079	\$8,629	\$21,302	\$38,448	\$53,986	\$10,800
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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
<a href="#">Electrical Workers Historical Society</a>	DC	\$81,472	President (Eff. 1/4/23)	\$239,765	<b>\$220,335</b>	2023
<a href="#">Pacific Northwest Railroad Archive</a>	WA	\$81,621	Director	\$3,349	<b>\$3,140</b>	2023
<a href="#">Pierre Claeysens Veterans Foundation</a>	CA	\$81,667	President	\$22,500	<b>\$19,762</b>	2024
<a href="#">Project Y Theatre Inc</a>	NY	\$81,374	Treasurer	\$4,250	<b>\$4,022</b>	2023
<a href="#">Patten Lumbermen's Museum Inc</a>	ME	\$81,354	Secretary/treasurer	\$31,905	<b>\$32,496</b>	2024
<a href="#">Sewickley Valley Historical Society</a>	PA	\$81,939	Executive Director	\$41,167	<b>\$42,992</b>	2023
<a href="#">Brolly Arts</a>	UT	\$81,148	Director	\$21,900	<b>\$22,799</b>	2024
<a href="#">United Lakes &amp; Trail Riders Association</a>	MN	\$81,106	Gambling Manager	\$6,971	<b>\$7,006</b>	2024
<a href="#">Nurturing Golden Heart</a>	AL	\$81,000	Executive Director	\$1,000	<b>\$1,132</b>	2023
<a href="#">Kaleidoscope School Of Fine Art Inc</a>	IL	\$80,819	Executive Director	\$6,135	<b>\$6,316</b>	2023
<a href="#">Oconee Youth Playhouse</a>	GA	\$82,270	Executive Di	\$7,450	<b>\$7,844</b>	2023
<a href="#">Jaks Youth Theatre Company</a>	UT	\$80,761	President	\$4,500	<b>\$4,823</b>	2023
<a href="#">Not So Common Players Inc</a>	NY	\$80,724	Board Member	\$2,000	<b>\$1,838</b>	2024
<a href="#">Capital Regiment Drum &amp; Bugle Corps</a>	OH	\$82,420	Executive Director	\$19,000	<b>\$21,074</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Agc Of Oklahoma Education Foundation</a>	OK	\$82,641	Executive Director	\$13,188	<b>\$15,208</b>	2023
<a href="#">Center For Reflection Education And Action Incorporated</a>	CT	\$80,446	Executive Director	\$45,000	<b>\$42,917</b>	2024
<a href="#">Art Sphere Inc</a>	PA	\$80,355	Executive Director And Fou	\$64,632	<b>\$67,496</b>	2023
<a href="#">Marquette Range Iron Mining</a>	MI	\$80,308	Director/man	\$14,263	<b>\$15,417</b>	2023
<a href="#">Arts Mentorship Program Inc</a>	CA	\$82,824	Executive Dir.	\$34,766	<b>\$30,536</b>	2024
<a href="#">Artlands Creative</a>	CA	\$80,166	Executive Director	\$25,000	<b>\$22,606</b>	2023
<a href="#">Ohio To Erie Trail Fund</a>	OH	\$83,119	Exec Director-non Voting	\$36,000	<b>\$38,784</b>	2024
<a href="#">Haddam Historical Society Inc</a>	CT	\$79,914	Exec Directo	\$44,837	<b>\$44,024</b>	2023
<a href="#">Scandinavian Heritage Association Inc</a>	ND	\$83,315	Office Manager	\$12,347	<b>\$14,190</b>	2023
<a href="#">Cor Mundi Center For Sacred Music</a>	TX	\$83,397	President And Artistic Director	\$6,500	<b>\$6,614</b>	2024
<a href="#">Ukrainian American</a>	MI	\$83,474	Executive Di	\$36,000	<b>\$38,912</b>	2023

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	395 organizations. Compensation range \$1–\$453,424; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$81,544); for reference, expenses \$87,344 and assets \$534,709.
ROLE MATCH	Erin Pulst, reported title "Director", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	29 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	28 <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 (Erin Pulst) 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 395 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,800 is reasonable (approximately the 30<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.