

General John A Logan Museum

Executive Director / CEO

EIN 371319589

IL · NTEE A540

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laura Varner, Executive Director / CEO** (\$27,300) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Laura Varner — 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 (A540).

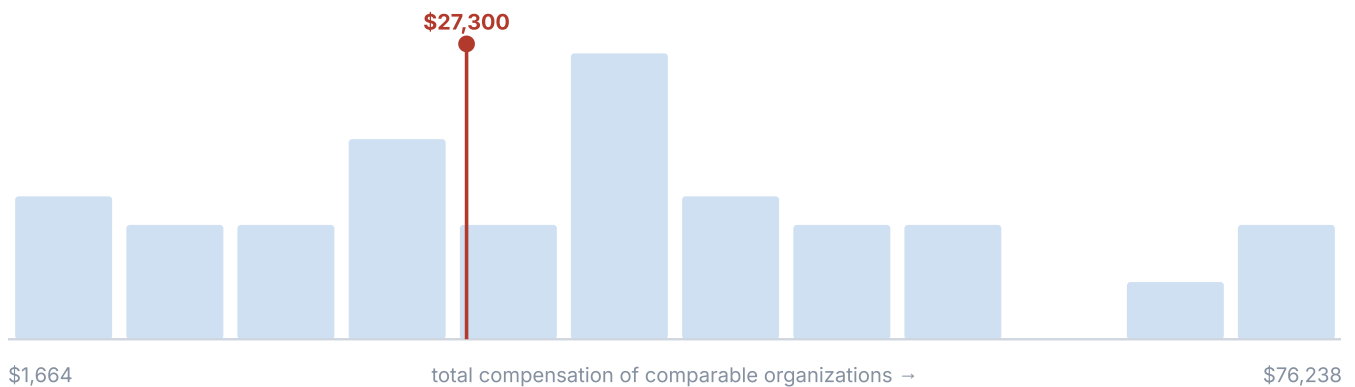
BUDGET Total revenue between \$86,215 and \$193,020 — 0.67x to 1.50x the subject's \$128,680 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography

→ **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,754	\$20,701	\$33,089	\$46,429	\$62,547	\$27,300
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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
Museum Of The West Texas Frontier	TX	\$128,710	Director	\$10,615	\$10,490	2024
Cimarron Heritage Center	OK	\$128,001	Director	\$30,000	\$31,796	2025
Destin Fishing Museum Foundati	FL	\$126,655	Executive Dir	\$45,444	\$42,178	2024
Amesbury Carriage Museum Inc	MA	\$126,485	Executive Director	\$37,800	\$33,560	2024
North Texas Society Of History & Culture	TX	\$131,331	Executive Director	\$15,500	\$15,318	2024
River Valley Pioneer Museum	TX	\$131,346	Executive Dir.	\$37,000	\$36,567	2024
The Star Spangled Banner	MD	\$126,011	Executive Director	\$56,923	\$52,579	2024
East End African American Museum	NY	\$124,562	Executive Di	\$20,000	\$18,383	2023
Historic Palmyra Inc	NY	\$135,713	Executive Director	\$37,035	\$33,063	2024
The Glenn L Martin	MD	\$136,329	Executive Dir.	\$69,396	\$64,100	2024
Greene County Historical Society	PA	\$119,793	Executive Director	\$40,508	\$41,090	2023
The William E Swigart Jr Automobile Museum	PA	\$140,026	Treasurer	\$9,855	\$9,709	2024
Mendota Museum & Historical Society	IL	\$116,319	Director	\$19,500	\$18,941	2024
Scottsboro-jackson Heritage Center	AL	\$141,493	Director	\$20,196	\$21,557	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$20,701	2024
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$28,120	2025
Veterans Memorial Museum	CA	\$113,890	Ceo/director	\$30,000	\$26,350	2023
The Museum Of North Texas History	TX	\$148,127	Executive Director	\$27,692	\$27,368	2024
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$6,193	2023
Huntington African American Museum Inc	NY	\$107,966	Executive Director	\$26,522	\$23,678	2024
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$56,217	2023
The American Classic Arcade Museum	NH	\$105,991	Director	\$18,200	\$17,094	2023
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$64,800	2023
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$29,716	2025
Warbirds Of Glory Museum	MI	\$154,634	President	\$50,058	\$52,556	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 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 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 53 organizations. Compensation range \$1,664–\$76,238; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$128,680); for reference, expenses \$95,861 and assets \$539,711.
ROLE MATCH	Laura Varner, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	40 th
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 (Laura Varner) 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 53 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,300 is reasonable (approximately the 38th 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.