

Destin Fishing Museum Foundati

Executive Director / CEO

EIN 383676873

FL · NTEE A54

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **V Williams, Executive Director / CEO** (\$45,444) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: V Williams — reported title “EXECUTIVE DIR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A54).

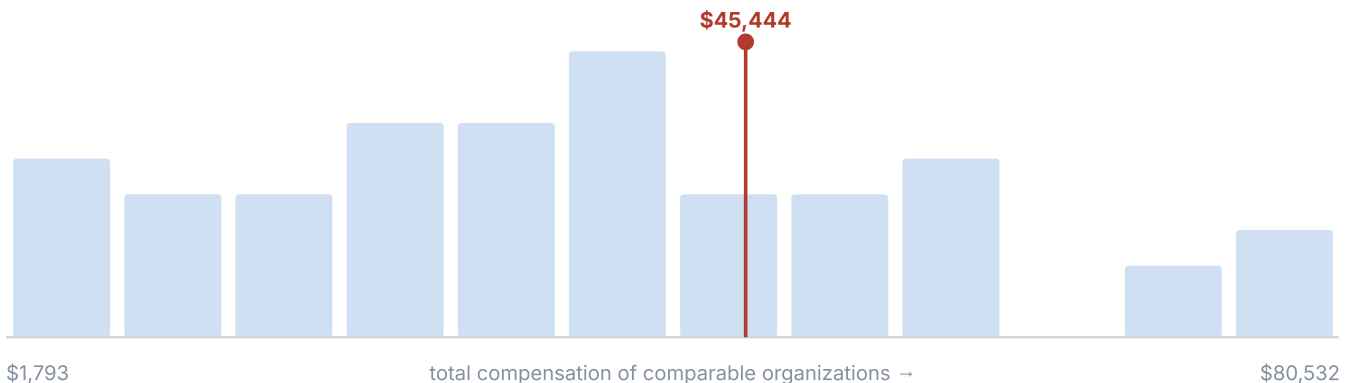
BUDGET Total revenue between \$84,858 and \$189,982 — 0.67x to 1.50x the subject's \$126,655 (the band tightens as size grows).

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

51 organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,461	\$21,356	\$35,348	\$49,862	\$60,698	\$45,444
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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 FL 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
Amesbury Carriage Museum Inc	MA	\$126,485	Executive Director	\$37,800	\$36,158	2024
The Star Spangled Banner	MD	\$126,011	Executive Director	\$56,923	\$56,649	2024
Cimarron Heritage Center	OK	\$128,001	Director	\$30,000	\$34,258	2025
General John A Logan Museum	IL	\$128,680	Executive Di	\$27,300	\$29,413	2023
Museum Of The West Texas Frontier	TX	\$128,710	Director	\$10,615	\$11,303	2024
East End African American Museum	NY	\$124,562	Executive Di	\$20,000	\$19,806	2023
North Texas Society Of History & Culture	TX	\$131,331	Executive Director	\$15,500	\$16,505	2024
River Valley Pioneer Museum	TX	\$131,346	Executive Dir.	\$37,000	\$39,398	2024
Greene County Historical Society	PA	\$119,793	Executive Director	\$40,508	\$44,270	2023
Historic Palmyra Inc	NY	\$135,713	Executive Director	\$37,035	\$35,624	2024
The Glenn L Martin	MD	\$136,329	Executive Dir.	\$69,396	\$69,062	2024
Mendota Museum & Historical Society	IL	\$116,319	Director	\$19,500	\$20,407	2024
Veterans Memorial Museum	CA	\$113,890	Ceo/director	\$30,000	\$28,390	2023
The William E Swigart Jr Automobile Museum	PA	\$140,026	Treasurer	\$9,855	\$10,461	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Scottsboro-jackson Heritage Center	AL	\$141,493	Director	\$20,196	\$23,225	2024
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$22,304	2024
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$30,296	2025
Huntington African American Museum Inc	NY	\$107,966	Executive Director	\$26,522	\$25,511	2024
The American Classic Arcade Museum	NH	\$105,991	Director	\$18,200	\$18,418	2023
The Museum Of North Texas History	TX	\$148,127	Executive Director	\$27,692	\$29,487	2024
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$6,673	2023
Bayfield Heritage Association Inc	WI	\$102,049	Exec Directo	\$6,067	\$6,944	2023
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$60,569	2023
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$69,818	2023
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$32,016	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	51 organizations. Compensation range \$1,793–\$80,532; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$126,655); for reference, expenses \$219,893 and assets \$417,951. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	V Williams, reported title "EXECUTIVE DIR", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	73 rd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	71 st

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 (V Williams) 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 51 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,444 is reasonable (approximately the 73rd 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.