

# Camden Shipyard Maritime Museum

Executive Director / CEO

EIN 383755397  
 NJ · NTEE A50  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jack O'byrne, Executive Director / CEO** (\$32,917) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

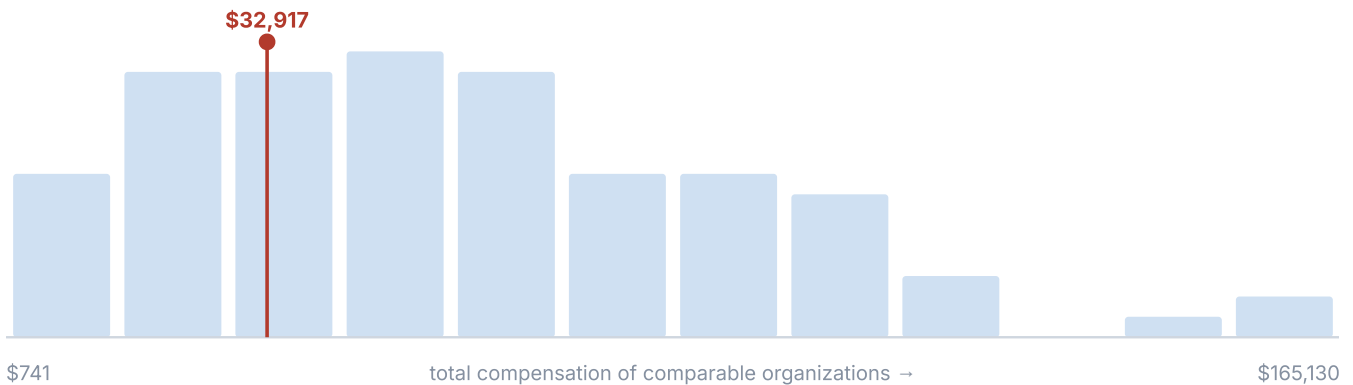
**Benchmarked executive:** Jack O'byrne — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

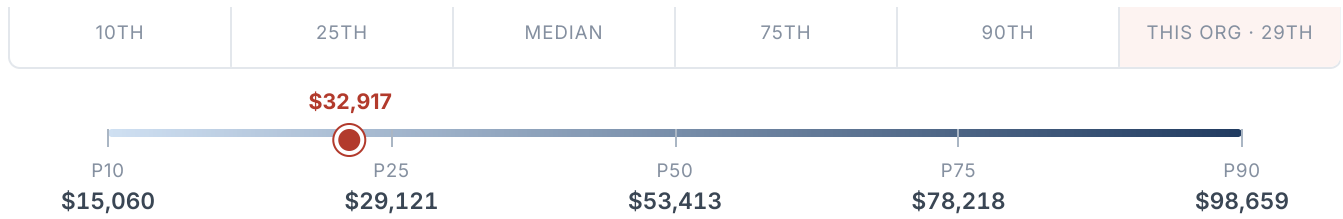
SECTOR	Organizations sharing the subject's NTEE classification (A50).
BUDGET	Total revenue between \$165,501 and \$370,525 — 0.67x to 1.50x the subject's \$247,017 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

**90** organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,060	\$29,121	\$53,413	\$78,218	\$98,659	<b>\$32,917</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 NJ 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="#">Wisconsin Veterans Museum Foundation</a>	WI	\$248,893	Executive Director	\$81,350	<b>\$95,156</b>	2024
<a href="#">Rolls-royce Foundation</a>	PA	\$249,192	Executive Di	\$644	<b>\$741</b>	2023
<a href="#">Bristol Bay Historical Society Inc</a>	AK	\$251,603	Executive Dir.	\$66,284	<b>\$73,073</b>	2023
<a href="#">Over-the-rhine Museum</a>	OH	\$240,782	Director Of Museum Administration	\$47,960	<b>\$56,894</b>	2024
<a href="#">Museum Of Art And Digital Entertainment</a>	CA	\$240,306	Fmr Ex Dir	\$42,031	<b>\$40,650</b>	2024
<a href="#">Wornall-majors House Museums Inc</a>	MO	\$240,200	Acting Executive Director	\$49,780	<b>\$60,797</b>	2023
<a href="#">Maui Historical Society</a>	HI	\$257,562	Executive Di	\$35,400	<b>\$36,547</b>	2023
<a href="#">Cincinnati Fire Museum</a>	OH	\$235,503	Executive Director	\$78,000	<b>\$95,263</b>	2023
<a href="#">Foundation Advancing Creation Truth</a>	MT	\$235,119	President	\$48,406	<b>\$58,441</b>	2024
<a href="#">The Newberry Museum</a>	SC	\$234,063	Museum Executive Director	\$42,708	<b>\$51,376</b>	2023
<a href="#">Avery Copp Museum</a>	CT	\$260,953	Executive Dir.	\$67,237	<b>\$70,609</b>	2024
<a href="#">Opera Steamboat</a>	CO	\$261,041	Ceo	\$82,042	<b>\$88,110</b>	2024
<a href="#">Tennessee History For Kids</a>	TN	\$232,658	Executive Director	\$143,973	<b>\$165,130</b>	2025
<a href="#">Three Oaks Spokes Bicycle Club</a>	MI	\$232,222	President & Executive Director	\$48,000	<b>\$55,490</b>	2024
<a href="#">Nia Centre</a>	MI	\$264,657	Executive Director	\$70,733	<b>\$84,186</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Laurens County Museum Association</a>	SC	\$228,620	Museum Direc	\$10,000	<b>\$12,029</b>	2023
<a href="#">Astrodome Conservancy</a>	TX	\$266,400	Executive Director	\$100,323	<b>\$115,719</b>	2023
<a href="#">Harriet Tubman Museum Of Cape May</a>	NJ	\$226,855	Executive Di	\$26,000	<b>\$27,865</b>	2022
<a href="#">Coliseum Museum Of Art Antiques And</a>	IL	\$268,238	Executive Di	\$50,000	<b>\$55,056</b>	2024
<a href="#">Western Illinois Museum</a>	IL	\$270,430	Executive Director	\$39,561	<b>\$43,561</b>	2024
<a href="#">The Tyler Rose Museum Inc</a>	TX	\$272,110	Executive Dir.	\$93,890	<b>\$105,192</b>	2024
<a href="#">Rpm Foundation</a>	WA	\$220,604	Exec Director, Rpm	\$115,940	<b>\$116,260</b>	2024
<a href="#">Saint Charles County Veterans Museum</a>	MO	\$274,662	Executive Director	\$75,000	<b>\$88,971</b>	2024
<a href="#">Heart &amp; Soul</a>	UT	\$276,697	Executive Di	\$59,886	<b>\$68,648</b>	2024
<a href="#">Classic Car Club Of America Museum Inc</a>	MI	\$277,157	Executive Director	\$57,917	<b>\$66,955</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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** 90 organizations. Compensation range \$741–\$165,130; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$247,017); for reference, expenses \$297,775 and assets \$2,312,239.

ROLE MATCH	Jack O'byrne, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	31 <sup>st</sup>
All sources (D + E + F), adjusted	24 <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 (Jack O'byrne) 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 90 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,917 is reasonable (approximately the 29<sup>th</sup> 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.