

Chippewa County Historical Society

Executive Director / CEO

EIN 411242811

MN · NTEE A82Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Barb Buseman, Executive Director / CEO** (\$39,640) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Barb Buseman — 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 (A82Z).

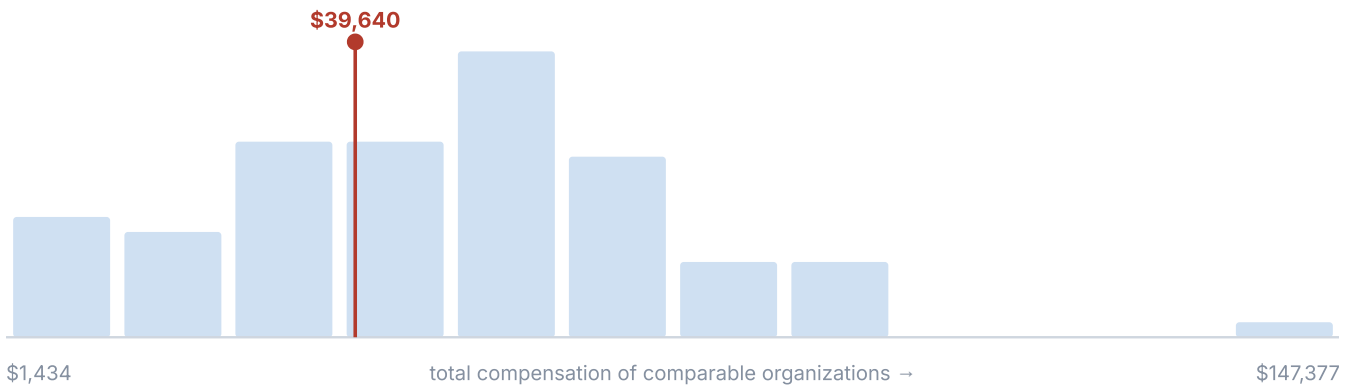
BUDGET Total revenue between \$144,144 and \$322,711 — 0.67x to 1.50x the subject's \$215,141 (the band tightens as size grows).

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

83 organizations qualified on sector, size, and geography

→ **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,866	\$32,629	\$50,338	\$64,557	\$76,250	\$39,640
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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 MN 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
Fort Mifflin On The Delaware	PA	\$216,140	Executive Di	\$66,200	\$68,784	2023
Peerless Rockville Historic Preservation Ltd	MD	\$216,963	Executive Director	\$93,116	\$90,704	2023
James Whites Fort	TN	\$210,761	Trustee	\$33,715	\$35,865	2024
Wellesley Historical Society Inc	MA	\$209,961	Executive Director	\$56,154	\$52,577	2023
Napa County Historical Society	CA	\$209,695	Executive Dir	\$80,000	\$68,109	2025
Buffalo Bill Dam Visitor Center	WY	\$220,679	General Manager	\$28,488	\$30,872	2024
Fort Mill Economic Partners	SC	\$221,807	Executive Director	\$35,005	\$38,050	2023
Island County Historical Society	WA	\$223,467	Executive Director	\$36,982	\$34,498	2023
Edisto Historical Preservation	SC	\$206,694	Director	\$63,000	\$66,515	2024
Montgomery County Historical	NY	\$223,779	Executive Di	\$29,955	\$27,394	2024
Shaker Historical Society	OH	\$204,842	Executive Di	\$62,344	\$66,826	2024
Kankakee County Historical Society	IL	\$227,254	Executive Dir.	\$50,594	\$50,338	2024
Lowell Area Historical Museum	MI	\$201,437	Executive Director	\$38,103	\$39,802	2024
Historic Huntsville Foundation Inc	AL	\$200,653	Executive Director	\$61,279	\$68,977	2023
Cortland County Historical Society Inc	NY	\$200,438	Director	\$58,500	\$53,498	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Berea Historical Society	OH	\$230,863	Key Employee	\$9,894	\$10,605	2024
Washington County Historical	MD	\$231,361	Executive Di	\$30,601	\$28,953	2024
Geneva Historical Society	IL	\$233,566	Executive Dir.	\$74,888	\$74,509	2024
Harrisonburg-rockingham Historical	VA	\$234,085	Executive Director	\$65,025	\$63,540	2024
Milton Historical Society	WI	\$235,066	Executive Director	\$43,160	\$46,965	2023
Historic Preservation Trust Of	PA	\$235,874	Director	\$1,380	\$1,434	2023
Garfield Heritage Society	IL	\$236,787	Executive Director	\$3,338	\$3,321	2024
Historic General Dodge House Inc	IA	\$190,891	Executive Director	\$46,125	\$51,111	2024
Crawford County Historical Society	PA	\$239,650	Executive Director	\$35,907	\$37,309	2023
Lelooska Foundation	WA	\$241,645	President	\$12,253	\$11,102	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 83 organizations. Compensation range \$1,434–\$147,377; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$215,141); for reference, expenses \$164,406 and assets \$1,212,708.

ROLE MATCH	Barb Buseman, reported title "EXECUTIVE DI", 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.
OUTLIERS	1 peer 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	36 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	35 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 (Barb Buseman) 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 83 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,640 is reasonable (approximately the 36th 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.