

# Wilder Pageant Committee Inc

Executive Director / CEO

EIN 411402147

MN · NTEE A840

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Erin Altmann, Executive Director / CEO** (\$4,200) against the **2000** closest of **2,421** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Erin Altmann — 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

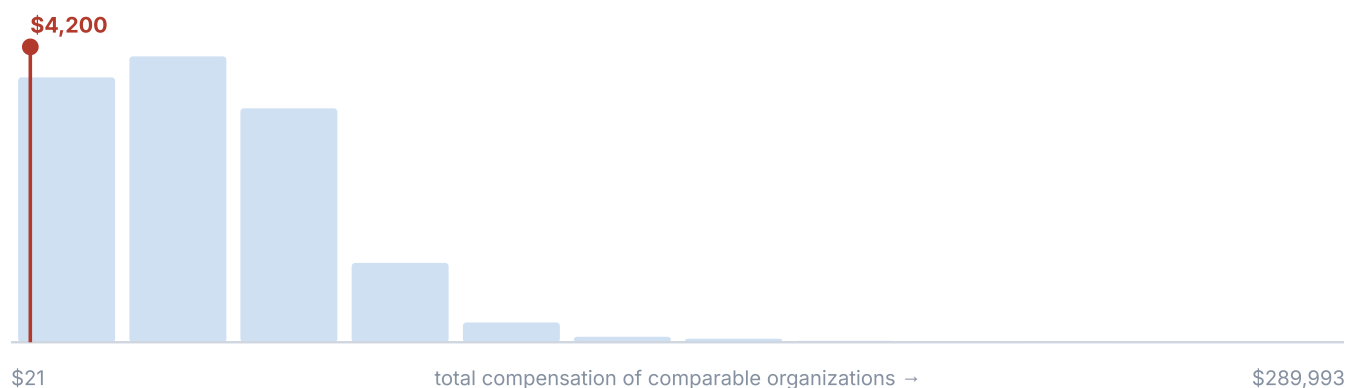
**SECTOR** Organizations sharing the subject's NTEE classification (A840).

**BUDGET** Total revenue between \$151,118 and \$338,325 — 0.67x to 1.50x the subject's \$225,550 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**2,421** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$6,686

\$20,388

\$39,362

\$58,536

\$76,577

**\$4,200**



## ■ 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
<a href="#">Happendance Inc</a>	MI	\$225,566	Executive Director	\$35,892	<b>\$38,600</b>	2023
<a href="#">Ekklesia Contemporary Ballet Inc</a>	CT	\$225,596	Artistic Director	\$37,754	<b>\$35,824</b>	2024
<a href="#">Hancock County Childrens Choir Ltd</a>	IN	\$225,638	Board Chair, Executive Director	\$21,845	<b>\$23,314</b>	2024
<a href="#">Chapin Community Theatre Inc</a>	SC	\$225,393	Artistic Director	\$12,867	<b>\$13,585</b>	2024
<a href="#">Florida Grand Opera Inc</a>	FL	\$225,354	General Director, Ceo (Thru 10/2023)	\$241,986	<b>\$230,062</b>	2024
<a href="#">Musicians Of Ma'alwyck Inc</a>	NY	\$225,332	Artistic Director	\$47,200	<b>\$43,164</b>	2024
<a href="#">Appian Media Resources Inc</a>	IN	\$225,777	President/se	\$22,291	<b>\$24,492</b>	2023
<a href="#">Minden Opera House Inc</a>	NE	\$225,793	Executive Di	\$56,392	<b>\$61,382</b>	2024
<a href="#">Mezcla Media Collective Ltd</a>	IL	\$225,813	Executive Dir.	\$38,400	<b>\$38,206</b>	2024
<a href="#">Crimson Band Boosters Club</a>	LA	\$225,238	Co Treasurer	\$4,800	<b>\$5,349</b>	2024
<a href="#">Longmont Theatre Company Inc</a>	CO	\$225,189	Director	\$5,103	<b>\$5,099</b>	2023
<a href="#">Martha's Vineyard Art Association</a>	MA	\$225,167	Gallery Dire	\$15,335	<b>\$14,358</b>	2023
<a href="#">The Haverstraw African American</a>	NY	\$225,077	Maintenance	\$1,500	<b>\$1,372</b>	2024
<a href="#">Shakespeare In Detroit</a>	MI	\$226,090	Officer	\$35,000	<b>\$37,641</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Monterey County Pops</a>	CA	\$225,001	Executive Director	\$18,337	<b>\$16,498</b>	2023
<a href="#">The Mississippi Mass Choir Ministries Inc</a>	MS	\$226,110	President	\$14,000	<b>\$15,780</b>	2024
<a href="#">Niagara Celtic Heritage Society Inc</a>	NY	\$224,921	Festival Dir	\$5,700	<b>\$5,213</b>	2024
<a href="#">Artworks For Milwaukee Inc</a>	WI	\$224,879	Executive Director	\$54,615	<b>\$57,724</b>	2024
<a href="#">Contemporary Performing Arts Of Chattanooga Inc</a>	TN	\$224,762	Secretary	\$1,300	<b>\$1,383</b>	2024
<a href="#">Kenosha Common Markets Inc</a>	WI	\$224,761	Executive Dir.	\$60,000	<b>\$63,416</b>	2024
<a href="#">International Petroleum Museum And Exposition Inc</a>	LA	\$226,353	President/director	\$45,000	<b>\$51,628</b>	2023
<a href="#">Heritage Museum Of Newaygo County</a>	MI	\$224,731	Executive Di	\$75,000	<b>\$78,344</b>	2024
<a href="#">Gafa Studios</a>	NC	\$226,424	President	\$24,000	<b>\$25,097</b>	2024
<a href="#">Alpharetta Symphony Orchestra Inc</a>	GA	\$224,666	Executive Director	\$24,800	<b>\$25,236</b>	2024
<a href="#">Coronado Junior Arts League</a>	CA	\$224,657	Chair	\$40,000	<b>\$34,956</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	2000 organizations. Compensation range \$21–\$289,993; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$225,550); for reference, expenses \$164,525 and assets \$285,207.
ROLE MATCH	Erin Altmann, reported title " <i>DIRECTOR</i> ", 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	58 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 Altmann) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$4,200 is reasonable (approximately the 6<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.