

# Childrens Museum Of Yuma County Inc

Executive Director / CEO

EIN 462286334

AZ · NTEE A52

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Rushin Irr, Executive Director / CEO** (\$54,130) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

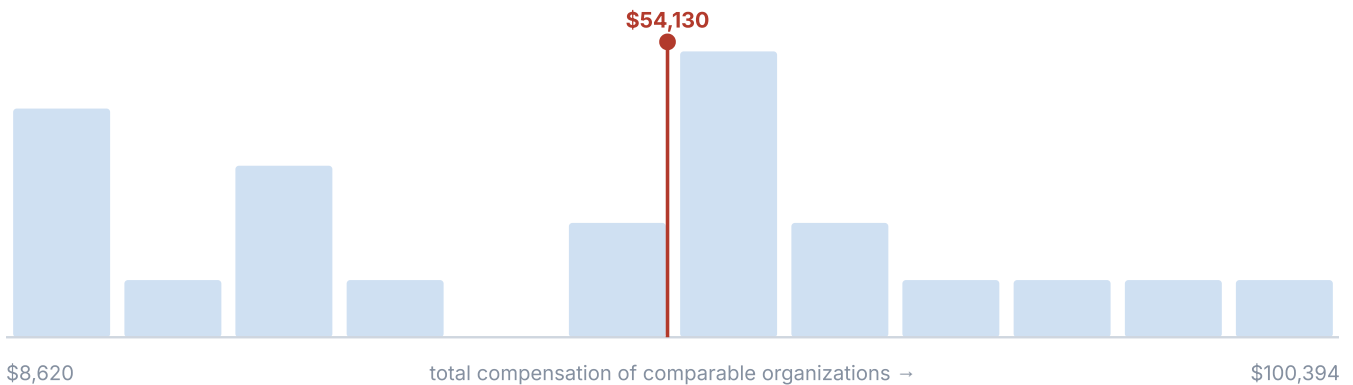
**Benchmarked executive:** Melissa Rushin Irr — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A52).
BUDGET	Total revenue between \$195,122 and \$436,840 — 0.67x to 1.50x the subject's \$291,227 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A52), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,526	\$26,110	\$55,949	\$65,371	\$83,653	\$54,130
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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 AZ 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="#">Sandcastles A Lake Michigan Childrens Museum</a>	MI	\$295,915	Executive Director	\$64,594	<b>\$69,325</b>	2023
<a href="#">Des Moines Childrens Museum</a>	IA	\$306,163	Current Exc Dir	\$23,274	<b>\$26,498</b>	2023
<a href="#">Habitot Childrens Museum</a>	CA	\$263,010	Executive Dir.	\$9,600	<b>\$8,620</b>	2023
<a href="#">Tag Children's Museum Of St Augustine</a>	FL	\$256,850	Executive Director	\$90,400	<b>\$85,770</b>	2024
<a href="#">Kids Discovery Factory Inc</a>	IN	\$337,260	Executive Director	\$53,993	<b>\$59,205</b>	2023
<a href="#">Scioto County Childrens Museum Inc</a>	OH	\$339,664	Director	\$67,472	<b>\$72,175</b>	2024
<a href="#">Children's Museumlab Advancement</a>	PA	\$240,009	Treasurer	\$35,562	<b>\$35,817</b>	2024
<a href="#">Aha A Hands On Adventure</a>	OH	\$344,152	Executive Di	\$55,000	<b>\$58,834</b>	2024
<a href="#">Hands On Childrens Museum Inc</a>	FL	\$345,304	Director	\$11,000	<b>\$10,745</b>	2023
<a href="#">Amuse'um Columbia Childrens Museum</a>	TN	\$235,294	Executive Di	\$28,000	<b>\$29,726</b>	2024
<a href="#">The Children's Museum</a>	LA	\$234,765	Executive Director	\$58,235	<b>\$66,677</b>	2023
<a href="#">Mighty Childrens Museum</a>	OH	\$229,820	Director	\$13,980	<b>\$14,955</b>	2024
<a href="#">Raven Hill Discovery Center</a>	MI	\$360,028	Executive Dir.	\$24,923	<b>\$25,981</b>	2024
<a href="#">Neighborhood North Museum Of Play</a>	PA	\$219,690	Executive Director	\$51,897	<b>\$53,813</b>	2023
<a href="#">Chesapeake Childrens Museum</a>	MD	\$216,428	President	\$19,500	<b>\$19,733</b>	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Playzeum Yuba-sutter</a>	CA	\$377,489	Executive Dir.	\$99,959	<b>\$84,928</b>	2025
<a href="#">The Urban Educational Project-jersey Explorer Children's Museum</a>	NJ	\$201,068	Executive Dir	\$58,449	<b>\$52,706</b>	2024
<a href="#">Children's Museum Of Montana</a>	MT	\$393,318	Executive Director	\$54,827	<b>\$61,452</b>	2023
<a href="#">Children's Museum Of Findlay</a>	OH	\$394,125	Executive Di	\$54,300	<b>\$58,085</b>	2024
<a href="#">Amelia Park Children's Museum Inc</a>	MA	\$402,328	Executive Director	\$14,306	<b>\$13,367</b>	2023
<a href="#">Flip Museum Inc</a>	OR	\$405,336	Executive Director	\$66,667	<b>\$60,916</b>	2025
<a href="#">San Luis Obispo Children's Museum</a>	CA	\$432,411	Executive Dir.	\$111,814	<b>\$100,394</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	22 organizations. Compensation range \$8,620–\$100,394; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$291,227); for reference, expenses \$288,783 and assets \$575,990.
ROLE MATCH	Melissa Rushin Irr, reported title "CEO", 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	45 <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 (Melissa Rushin Irr) 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 22 similarly situated organizations (Same NTEE sector (A52), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,130 is reasonable (approximately the 50<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.