

Warbirds Of Glory Museum

Executive Director / CEO

EIN 462535717
 MI · NTEE A54
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Patrick Mihalek, Executive Director / CEO** (\$50,058) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

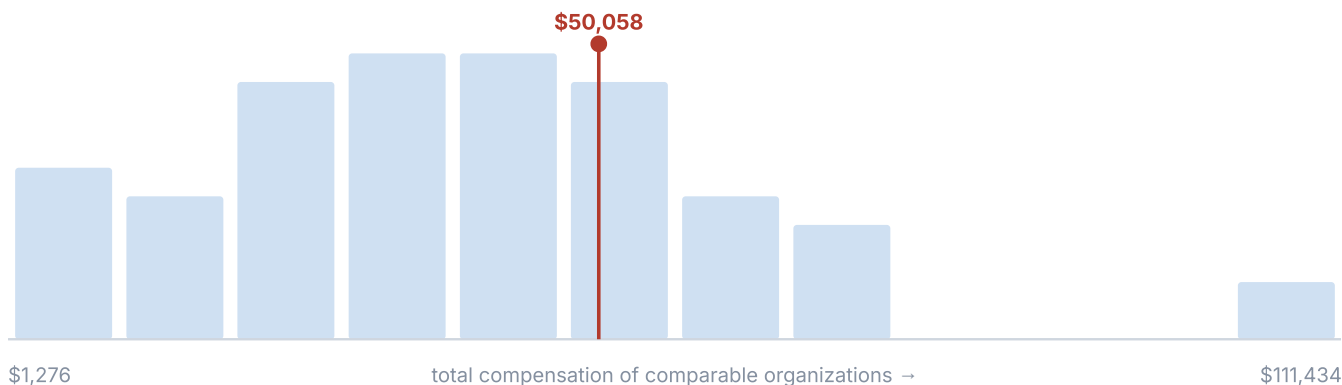
Benchmarked executive: Patrick Mihalek — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A54).
BUDGET	Total revenue between \$103,604 and \$231,951 — 0.67x to 1.50x the subject's \$154,634 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,752	\$24,462	\$37,190	\$51,427	\$62,359	\$50,058
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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 MI 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
South Carolina Cotton Museum Inc	SC	\$155,011	Executive Di	\$33,692	\$34,054	2023
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$28,304	2025
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$61,721	2023
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$53,545	2023
Milan Historical Museum Inc	OH	\$158,097	Executive Drector	\$71,428	\$71,193	2024
Museum Of Ceramics Foundation	OH	\$159,251	Key Employee	\$21,325	\$21,255	2024
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$5,899	2023
The Museum Of North Texas History	TX	\$148,127	Executive Director	\$27,692	\$26,068	2024
Sag Harbor Whaling & Historical	NY	\$164,616	Board Member	\$4,000	\$3,401	2024
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$26,783	2025
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$19,717	2024
Shoreline Historical Museum	WA	\$167,149	Executive Di	\$55,538	\$46,792	2024
Scottsboro-jackson Heritage Center	AL	\$141,493	Director	\$20,196	\$20,532	2024
Harrington House Foundation	TX	\$167,951	Manager	\$50,000	\$48,457	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The William E Swigart Jr Automobile Museum	PA	\$140,026	Treasurer	\$9,855	\$9,248	2024
The Glenn L Martin	MD	\$136,329	Executive Dir.	\$69,396	\$61,053	2024
Historic Palmyra Inc	NY	\$135,713	Executive Director	\$37,035	\$31,492	2024
River Valley Pioneer Museum	TX	\$131,346	Executive Dir.	\$37,000	\$34,829	2024
North Texas Society Of History & Culture	TX	\$131,331	Executive Director	\$15,500	\$14,590	2024
Everett Museum Of History	WA	\$179,646	Executive Director	\$37,090	\$31,249	2024
Northwest Carriage Museum	WA	\$179,961	Sec / Director	\$43,036	\$36,258	2024
Museum Of The West Texas Frontier	TX	\$128,710	Director	\$10,615	\$9,992	2024
General John A Logan Museum	IL	\$128,680	Executive Di	\$27,300	\$26,003	2023
Bush Family Home Foundation	TX	\$180,724	Executive Director	\$67,500	\$68,098	2022
Cimarron Heritage Center	OK	\$128,001	Director	\$30,000	\$30,285	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 60 organizations. Compensation range \$1,276–\$111,434; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$154,634); for reference, expenses \$132,205 and assets \$814,021.

ROLE MATCH	Patrick Mihalek, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	72 nd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	70 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 (Patrick Mihalek) 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 60 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,058 is reasonable (approximately the 72nd 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.