

Camp Paxson Preservation Project

Executive Director / CEO

EIN 463677501
 MT · NTEE A80
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Schneider, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

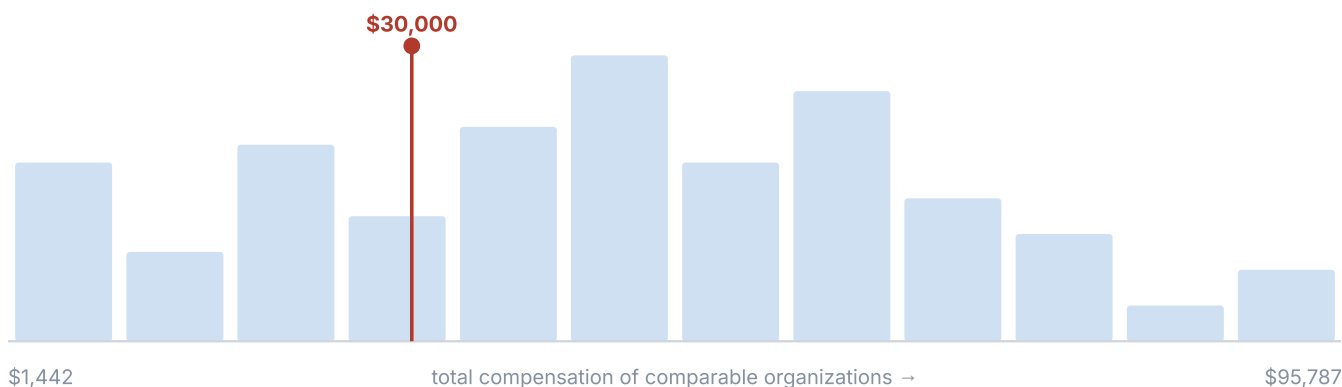
Benchmarked executive: Elizabeth Schneider — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$139,392 and \$312,072 — 0.67x to 1.50x the subject's \$208,048 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,919	\$26,451	\$44,223	\$59,672	\$73,419	\$30,000
----------	----------	----------	----------	----------	----------



■ 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 MT 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
Heritage Sylvania Inc	OH	\$207,974	Executive Di	\$48,288	\$47,446	2023
Virginia Trust For Historic Preservation	VA	\$207,370	Executive Dir.	\$74,424	\$64,751	2024
Heritage Tourism Alliance Of Montgomery	MD	\$209,050	Executive Dir.	\$93,388	\$80,996	2023
Three Rivers Carousel Foundation	WA	\$209,800	Executive Director	\$75,195	\$60,663	2024
Sample-mcdougald House Preservation	FL	\$210,507	Executive Di	\$53,625	\$44,223	2025
Greater Oneonta Historical Society	NY	\$210,971	Executive Dir.	\$59,545	\$49,916	2023
Hawaiian Historical Society	HI	\$212,439	Executive Di	\$78,204	\$63,090	2024
Iraq And America Entanglement Documentation Project	VA	\$202,450	Director	\$13,179	\$11,466	2024
Florida Trust For Historic Preservation	FL	\$201,911	Ceo & President	\$109,911	\$95,787	2023
Friends Of The Coronado	IL	\$214,744	Executive Di	\$85,861	\$76,062	2024
The Glenwood Springs Historical	CO	\$215,330	Director	\$61,921	\$53,501	2024
Illinois Labor History Society	IL	\$195,970	Director	\$40,935	\$36,263	2024
Zachor Holocaust Remembrance Foundation	NV	\$194,631	Trustee	\$60,077	\$55,865	2023
The Bernard And Shirley Kinsey Foundation For Arts And Education	CA	\$193,745	Vice President And General Manager	\$80,000	\$62,247	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shenandoah Valley Black Heritage Project	VA	\$223,260	Executive Director	\$49,494	\$43,061	2024
Friends Of The Battleship North Carolina	NC	\$223,913	Executive Director	\$26,244	\$24,435	2024
The Historic Stanley Home Foundatio	CO	\$224,515	Executive Di	\$18,000	\$16,012	2023
Moffett Field Historical Society	CA	\$189,782	Executive Director	\$46,880	\$35,536	2025
Trust For Architectural Easements	DC	\$189,152	President	\$77,891	\$61,590	2024
Young Preservationists Association Of Pittsburgh	PA	\$228,825	Executive Director	\$82,046	\$75,903	2023
Preserve Chattanooga Inc	TN	\$186,750	Executive Director	\$95,727	\$90,669	2024
Western New York Heritage Inc	NY	\$229,630	Executive Director	\$55,000	\$44,783	2024
African American Heritage Trail	MA	\$229,827	Ceo	\$26,000	\$21,053	2024
Coupeville Historic Waterfront	WA	\$230,046	Executive Dir.	\$30,459	\$24,572	2024
Historic Linwood Foundation Inc	GA	\$185,072	Exec Director	\$37,500	\$34,979	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 105 organizations. Compensation range \$1,442–\$95,787; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$208,048); for reference, expenses \$160,039 and assets \$148,340.

ROLE MATCH Elizabeth Schneider, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers 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	30 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	28 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 (Elizabeth Schneider) 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 105 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 30th 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.