

Presque Isle Light Station

Executive Director / CEO

EIN 464865726

PA · NTEE A80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Averie Shaughnessy-comfort, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

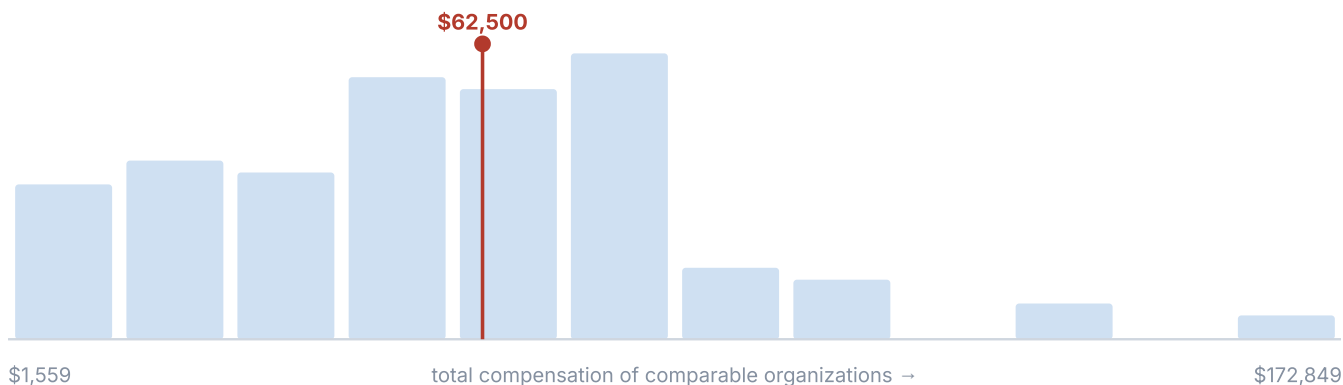
Benchmarked executive: Averie Shaughnessy-comfort — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$254,487 and \$569,748 — 0.67x to 1.50x the subject's \$379,832 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,780	\$36,230	\$58,089	\$77,861	\$98,058	\$62,500
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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 PA 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
Patriotic Productions Inc	NE	\$380,942	President	\$75,000	\$80,890	2023
Historic Riverside Cemetery	GA	\$378,369	President	\$85,605	\$81,676	2025
Oregon Black Pioneers Corporation	OR	\$376,648	Executive Director	\$67,708	\$63,052	2023
Blackpastorg	WA	\$385,282	Executive Director	\$70,000	\$62,845	2023
Heart Of The Civil War Heritage Area Inc	MD	\$385,446	Executive Director	\$86,959	\$79,185	2024
Model T Ford Club Of America	IN	\$387,385	Executive Director	\$62,800	\$64,504	2024
The Finca Vigia Foundation Inc	MA	\$368,460	Executive Director	\$156,037	\$136,572	2024
El Campanil Theatre Preservation	CA	\$391,222	Executive Dir.	\$68,846	\$57,903	2024
Carousel Of Happiness Inc	CO	\$392,609	Executive Director	\$64,942	\$60,653	2024
Historic Homestake Opera House	SD	\$392,649	Executive Di	\$33,288	\$35,783	2024
The Plano Conservancy For Historic Preservation I	TX	\$365,451	Executive Director	\$58,516	\$55,543	2025
Assoc For Preservation Of Historic	LA	\$395,264	Treasurer	\$3,050	\$3,271	2024
Minnesota Masonic Historic Buildings	MN	\$360,487	Ceo - Charities	\$32,555	\$31,332	2024
Historic Fourth Ward School Foundation	NV	\$400,141	Executive Director	\$73,987	\$72,234	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hulls Angels Inc	VA	\$359,458	Executive Director	\$29,743	\$27,972	2024
The Sandy Hook Foundation Inc	NJ	\$401,760	Executive Di	\$113,000	\$98,268	2024
Lumber Heritage Region Of Pa Inc	PA	\$354,189	Executive Director	\$61,277	\$59,519	2024
Delaware Military Heritage And Education Foundation Inc	DE	\$349,391	Executive Director	\$17,500	\$17,183	2023
Revolutionary Education Inc	TX	\$349,265	President	\$12,000	\$12,037	2023
Milwaukee Preservation Alliance	WI	\$410,530	Executive Dir.	\$50,671	\$53,066	2023
The Society Of Colonial Wars	NY	\$348,873	Executive Director	\$106,023	\$93,315	2024
Maine Natural History Observatory	ME	\$348,525	Treasurer/ex	\$38,396	\$36,483	2025
Oxford Mainstreet Inc	PA	\$347,801	Interim Ed	\$38,473	\$37,369	2024
Great Basin Heritage Area	NV	\$413,585	Executive Di	\$103,086	\$103,617	2023
Historic Downtown Chelan Association	WA	\$413,780	Executive Dir.	\$95,250	\$83,061	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 125 organizations. Compensation range \$1,559–\$172,849; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$379,832); for reference, expenses \$392,820 and assets \$866,271.

ROLE MATCH	Averie Shaughnessy-comfort, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	56 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	54 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 (Averie Shaughnessy-comfort) 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 125 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 56th 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.