

Moving Image Preservation Of Puget Sound

Executive Director / CEO

EIN 472464751
 WA · NTEE A02
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Hannah Palin, Executive Director / CEO** (\$26,763) against the **2000** closest of **3,053** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

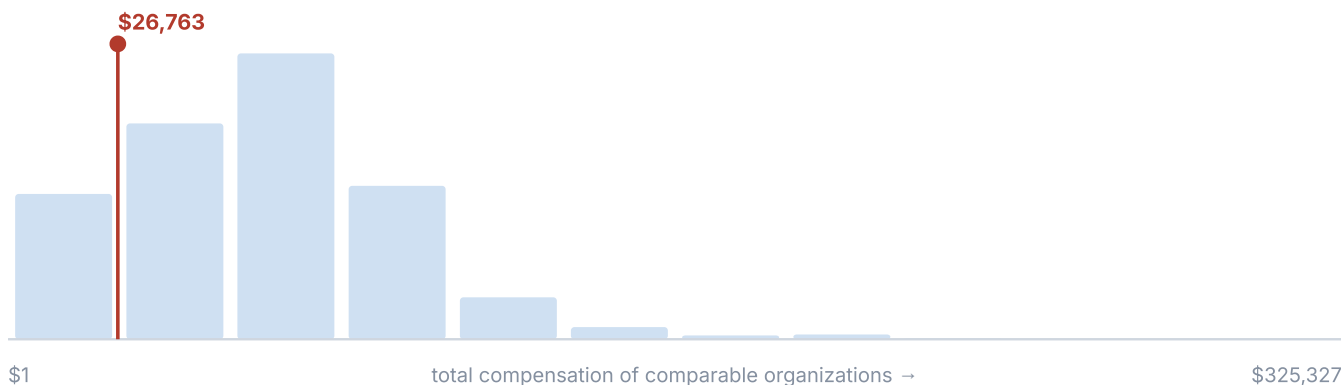
Benchmarked executive: Hannah Palin — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A02).
BUDGET	Total revenue between \$259,245 and \$580,399 — 0.67x to 1.50x the subject's \$386,933 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

3,053 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$17,045	\$37,777	\$60,767	\$81,505	\$102,123	\$26,763
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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 WA 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
American Choral Directors Association Of	MN	\$386,926	Executive Director	\$98,504	\$105,913	2025
Gammelgarden Museum Of Scandia	MN	\$386,836	Director	\$56,806	\$62,694	2024
The Kindling Group	IL	\$386,818	Executive Director	\$88,200	\$99,711	2023
Ephraim Historical Foundation Inc	WI	\$387,051	Executive Director	\$61,208	\$71,398	2024
I Can Fly International	CA	\$386,754	President	\$31,906	\$30,773	2024
Sonoma Conservatory Of Dance	CA	\$387,135	President	\$114,194	\$110,137	2024
Documentary Arts Inc	TX	\$387,152	Pres/treasurer	\$100,000	\$111,728	2024
Aitysh Usa	CA	\$386,691	Executive Director	\$68,000	\$67,522	2023
Cumberland County Historical Society	NJ	\$386,672	Treasurer	\$3,600	\$3,696	2023
Del Sol Performing Arts	CA	\$386,620	Assistant Se	\$42,815	\$42,514	2023
Festival In The Park	NC	\$386,591	Executive Di	\$88,379	\$101,997	2024
Kids 'N' Stuff An Interactive Experience For Kids	MI	\$386,571	Executive Director	\$57,577	\$66,379	2024
Yaa Samar Dance Theatre	NY	\$386,500	Executive Director	\$52,400	\$52,887	2024
Model T Ford Club Of America	IN	\$387,385	Executive Director	\$62,800	\$73,970	2024
Maryland & Pennsylvania Railroad Preservation Society	PA	\$386,454	Treasurer	\$5,150	\$5,736	2024
Cyrano's Theatre Company	AK	\$387,508	Producing Artistic Director	\$48,000	\$51,257	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ships Of Exploration & Discovery Resrch	NM	\$386,262	President	\$10,800	\$13,358	2023
Livingston Depot Foundation Inc	MT	\$387,692	Executive Di	\$60,000	\$72,239	2024
Foundation Entertainment Company	OH	\$386,160	Employee	\$275,000	\$325,327	2024
Sonoma Arts Live	CA	\$387,782	President	\$3,325	\$3,207	2024
Millbrook Playhouse Inc	PA	\$386,051	Managing Director	\$32,810	\$36,545	2024
Musical Instruments N Kids Hands	CA	\$385,911	President	\$17,490	\$16,869	2024
Developing Artist Collaboration	DE	\$385,868	Founder	\$48,312	\$52,837	2024
Michelson Museum Of Art	TX	\$388,017	Executive Dir.	\$53,900	\$60,222	2024
Literature To Life Inc	NY	\$385,828	Exe Dir	\$32,200	\$31,662	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 2000 organizations. Compensation range \$1–\$325,327; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$386,933); for reference, expenses \$220,268 and assets \$50,433. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	40 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	17 th
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	15 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 (Hannah Palin) 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 \$26,763 is reasonable (approximately the 17th 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.