

Over-the-rhine Museum

Executive Director / CEO

EIN 475262845

OH · NTEE A50

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Donna Harris, Executive Director / CEO** (\$47,960) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

Benchmarked executive: Donna Harris — reported title “Director of Museum Administration”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

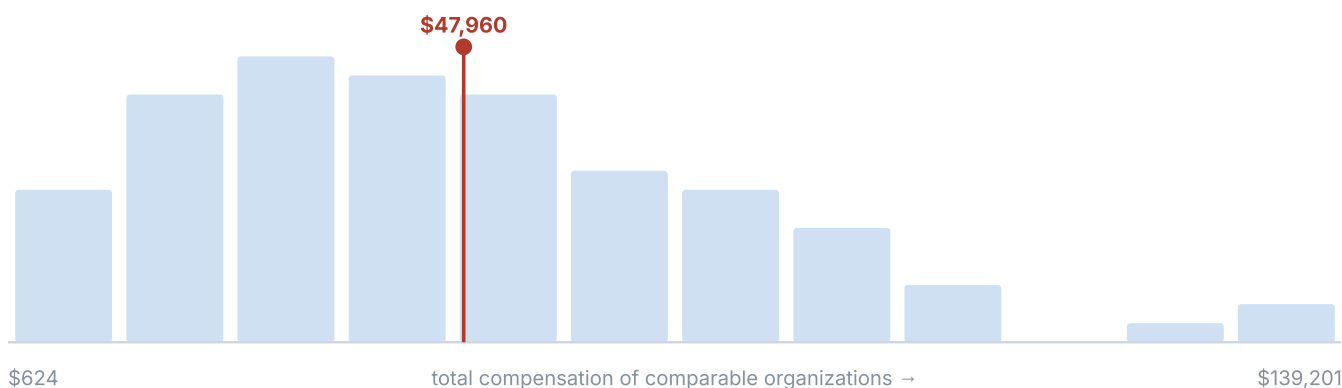
SECTOR Organizations sharing the subject's NTEE classification (A50).

BUDGET Total revenue between \$161,323 and \$361,173 — 0.67x to 1.50x the subject's \$240,782 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,842	\$24,778	\$43,570	\$64,521	\$82,166	\$47,960
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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 OH 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
Museum Of Art And Digital Entertainment	CA	\$240,306	Fmr Ex Dir	\$42,031	\$34,267	2024
Wornall-majors House Museums Inc	MO	\$240,200	Acting Executive Director	\$49,780	\$51,250	2023
Cincinnati Fire Museum	OH	\$235,503	Executive Director	\$78,000	\$80,304	2023
Foundation Advancing Creation Truth	MT	\$235,119	President	\$48,406	\$49,265	2024
Camden Shipyard Maritime Museum	NJ	\$247,017	Executive Director	\$32,917	\$27,748	2024
The Newberry Museum	SC	\$234,063	Museum Executive Director	\$42,708	\$43,309	2023
Wisconsin Veterans Museum Foundation	WI	\$248,893	Executive Director	\$81,350	\$80,214	2024
Tennessee History For Kids	TN	\$232,658	Executive Director	\$143,973	\$139,201	2025
Rolls-royce Foundation	PA	\$249,192	Executive Di	\$644	\$624	2023
Three Oaks Spokes Bicycle Club	MI	\$232,222	President & Executive Director	\$48,000	\$46,777	2024
Bristol Bay Historical Society Inc	AK	\$251,603	Executive Dir.	\$66,284	\$61,599	2023
Laurens County Museum Association	SC	\$228,620	Museum Direc	\$10,000	\$10,140	2023
Harriet Tubman Museum Of Cape May	NJ	\$226,855	Executive Di	\$26,000	\$23,490	2022
Maui Historical Society	HI	\$257,562	Executive Di	\$35,400	\$30,808	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Avery Copp Museum	CT	\$260,953	Executive Dir.	\$67,237	\$59,521	2024
Rpm Foundation	WA	\$220,604	Exec Director, Rpm	\$115,940	\$98,005	2024
Opera Steamboat	CO	\$261,041	Ceo	\$82,042	\$74,275	2024
Nia Centre	MI	\$264,657	Executive Director	\$70,733	\$70,967	2023
Spencer-penn School Preservation Organization Inc	VA	\$216,337	Executive Director	\$46,700	\$43,830	2023
Lawndale Pop-up Spot	IL	\$216,211	Treasurer	\$26,000	\$24,133	2024
Astrodome Conservancy	TX	\$266,400	Executive Director	\$100,323	\$97,548	2023
Coliseum Museum Of Art Antiques And	IL	\$268,238	Executive Di	\$50,000	\$46,411	2024
Annie E Woodman Institute Inc	NH	\$213,068	Executive Director	\$55,847	\$50,126	2023
Ilwaco Heritage Foundation	WA	\$211,656	Executive Director	\$43,655	\$36,902	2024
Western Illinois Museum	IL	\$270,430	Executive Director	\$39,561	\$36,721	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **92** organizations. Compensation range \$624–\$139,201; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$240,782); for reference, expenses \$151,329 and assets \$336,923.

ROLE MATCH	Donna Harris, reported title " <i>Director of Museum Administration</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	6 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	54 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	48 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 (Donna Harris) 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 92 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,960 is reasonable (approximately the 54th 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.