

# Hammond-harwood House Association Inc

Executive Director / CEO

EIN 520607900  
 MD · NTEE A82Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Barbara Goyette, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

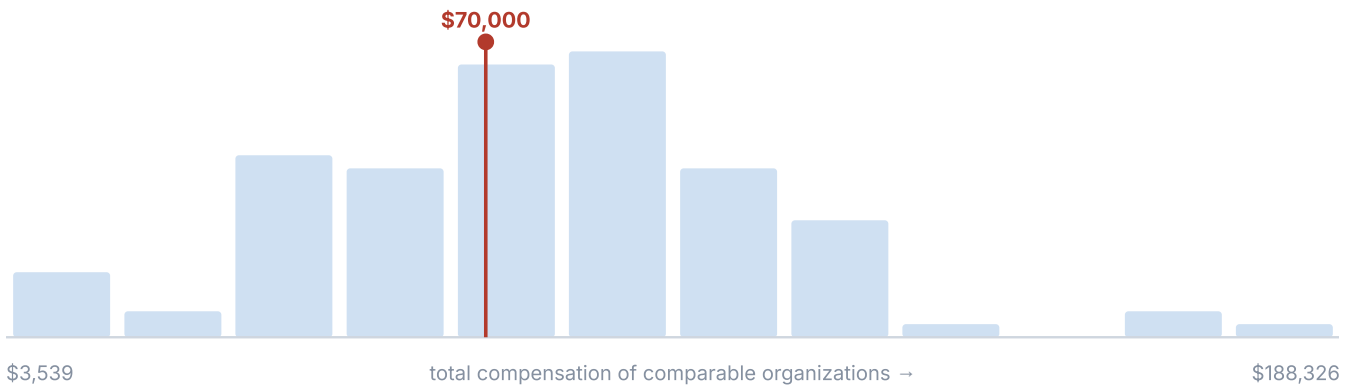
**Benchmarked executive:** Barbara Goyette — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A82Z).
BUDGET	Total revenue between \$325,133 and \$727,911 — 0.67x to 1.50x the subject's \$485,274 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

**103** organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,350	\$55,462	\$77,258	\$96,545	\$113,900	\$70,000
----------	----------	----------	----------	-----------	----------



## ■ 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 MD 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
<a href="#">Campton Historic Agricultural Lands Inc</a>	IL	\$484,579	Executive Director	\$67,713	<b>\$71,205</b>	2024
<a href="#">Historic Manassas Inc</a>	VA	\$487,916	Executive Director	\$94,490	<b>\$100,469</b>	2023
<a href="#">Maine Preservation</a>	ME	\$482,319	Executive Di	\$107,039	<b>\$111,690</b>	2025
<a href="#">Norwalk Seaport Association Inc</a>	CT	\$478,246	Business Manger	\$85,800	<b>\$88,590</b>	2023
<a href="#">Greenbrier Historical Society Inc</a>	WV	\$492,312	Executive Director	\$38,643	<b>\$44,754</b>	2024
<a href="#">Noah Webster House Inc</a>	CT	\$477,253	Executive Director	\$40,884	<b>\$41,002</b>	2024
<a href="#">California Preservation Foundation</a>	CA	\$464,454	Executive Director	\$103,600	<b>\$95,687</b>	2024
<a href="#">Trustees Of Bloomfield Academy</a>	ME	\$462,993	Treasurer	\$5,004	<b>\$5,221</b>	2025
<a href="#">Santa Ynez Valley Historical Society</a>	CA	\$508,146	Director	\$76,865	<b>\$73,091</b>	2023
<a href="#">Washington County Historical Society Inc</a>	WI	\$508,700	Executive Director	\$87,144	<b>\$97,347</b>	2024
<a href="#">Huntington Historical Society</a>	NY	\$461,277	Executive Director	\$75,500	<b>\$72,974</b>	2024
<a href="#">Southern Memorial Association</a>	VA	\$460,504	Executive Di	\$65,430	<b>\$69,571</b>	2023
<a href="#">Presser Arts Center</a>	MO	\$455,037	Exec Dir	\$73,500	<b>\$83,268</b>	2024
<a href="#">Hallockville Inc</a>	NY	\$454,068	Executive Di	\$86,539	<b>\$83,644</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Illinois Restaurant Association</a>	IL	\$517,429	Executive Director	\$3,843	<b>\$4,041</b>	2024
<a href="#">Waterford Foundation Inc</a>	VA	\$524,189	Executive Director	\$56,073	<b>\$59,621</b>	2023
<a href="#">Historic Augusta Inc</a>	GA	\$446,258	Executive Di	\$88,726	<b>\$95,424</b>	2024
<a href="#">Jerome Historical Society Inc</a>	AZ	\$525,098	Executive Director	\$89,480	<b>\$92,047</b>	2024
<a href="#">Gracie Mansion Conservancy</a>	NY	\$445,340	Executive Director	\$200,000	<b>\$188,326</b>	2025
<a href="#">The Alden Kindred Of America Inc</a>	MA	\$529,370	Director	\$45,846	<b>\$45,368</b>	2023
<a href="#">Manitowoc County Historical Society Inc</a>	WI	\$530,718	Executive Director	\$55,000	<b>\$61,439</b>	2024
<a href="#">Museum Of The American Railroad</a>	TX	\$438,959	Ceo	\$88,480	<b>\$97,466</b>	2023
<a href="#">Southern California Historical Aviation Foundation</a>	CA	\$533,846	Executive Director	\$75,336	<b>\$69,582</b>	2024
<a href="#">The Shirley-eustis House Association</a>	MA	\$535,841	Executive Director	\$79,350	<b>\$76,270</b>	2024
<a href="#">North Andover Historical Society</a>	MA	\$541,237	Executive Director	\$86,266	<b>\$82,917</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **103** organizations. Compensation range \$3,539–\$188,326; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$485,274); for reference, expenses \$512,351 and assets \$10,322,605.
ROLE MATCH	Barbara Goyette, reported title "EXECUTIVE DIRECTOR", 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	3 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	39 <sup>th</sup>

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 (Barbara Goyette) 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 103 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 43<sup>rd</sup> 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.