

Susquehanna Museum Of Havre De

Executive Director / CEO

EIN 521325983
 MD · NTEE A99Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joanne Healey, Executive Director / CEO** (\$48,866) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

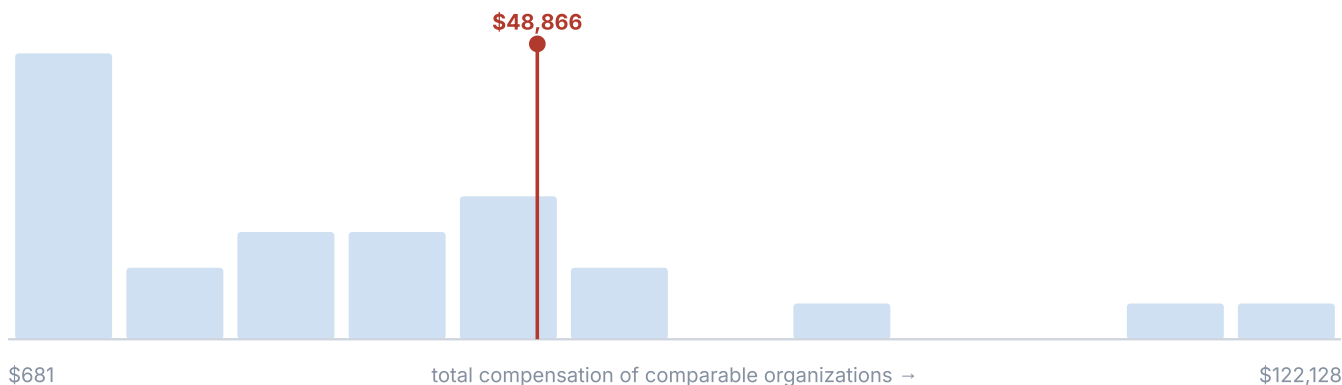
Benchmarked executive: Joanne Healey — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99Z).
BUDGET	Total revenue between \$74,845 and \$167,565 — 0.67x to 1.50x the subject's \$111,710 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,827	\$7,285	\$28,991	\$49,932	\$65,955	\$48,866
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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 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
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$52,511	2024
Decentered Arts	CA	\$114,614	Treasurer	\$78,692	\$72,682	2024
Center For Austin Independent Journalism	TX	\$115,103	Board Member	\$46,667	\$49,932	2024
Alianta Inc	DC	\$121,565	Chair	\$2,725	\$2,633	2023
Textile Society Of America Inc	MD	\$101,200	Director At Large Communications	\$4,043	\$4,162	2023
Gordon Education Initiatives For	TX	\$123,161	Executive Di	\$30,170	\$32,281	2024
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$21,266	2023
Indigenous Peoples' Day Philly	PA	\$96,719	Cofounder, I	\$9,990	\$10,971	2023
Jamaica Plain Arts And Civic Center	MA	\$127,606	Executive Director	\$709	\$681	2024
Suzuki Collaborative Of Cps	OH	\$131,697	Executive Dir.	\$41,141	\$45,408	2025
Australian International Screen	FL	\$89,964	Executive Director	\$121,541	\$122,128	2024
Peaceweavers Inc	NY	\$89,254	President	\$24,100	\$23,294	2024
Sephardi Voices Usa Inc	FL	\$86,014	President/tr	\$7,250	\$7,285	2024
Spirit Of Harmony Foundation Inc	IL	\$85,413	Executive Di	\$30,000	\$31,547	2024
Dorland Mountain Arts Colony	CA	\$139,902	Executive Dir.	\$18,517	\$17,103	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Continuing Education Program Inc	MA	\$76,768	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$105,566	2024
Cleveland Art Association	OH	\$150,890	Director/secretary	\$3,705	\$4,197	2024
Praising Earth Inc	NM	\$152,879	President	\$25,200	\$28,991	2024
Intersectional Arts Inc	CA	\$153,831	President	\$3,375	\$3,117	2024
Elios Charitable Foundation	CA	\$155,069	Executive Dir.	\$58,750	\$55,865	2023
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$37,262	2023
Black Artistsdesigners Guildinc	NY	\$161,061	Exeucitive Director	\$52,000	\$50,260	2024
Foundation For Critical Thinking	CA	\$163,391	President & Ceo	\$1,299	\$1,200	2024
Arts Center At Killingworth Inc	CT	\$163,927	Board Member / Trustee	\$7,852	\$7,875	2024
Arthaus Inc	IA	\$165,898	Director	\$38,499	\$43,927	2025

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.

● Sample, role match & sensitivity

PEER COUNT	25 organizations. Compensation range \$681–\$122,128; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$111,710); for reference, expenses \$103,750 and assets \$504,945.
ROLE MATCH	Joanne Healey, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	72 nd
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	68 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 (Joanne Healey) 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 25 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,866 is reasonable (approximately the 72nd 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.