

Washington County Historical

Executive Director / CEO

EIN 526047982
 MD · NTEE A82Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Andrew Stout, Executive Director / CEO** (\$30,601) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Andrew Stout — 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 (A82Z).

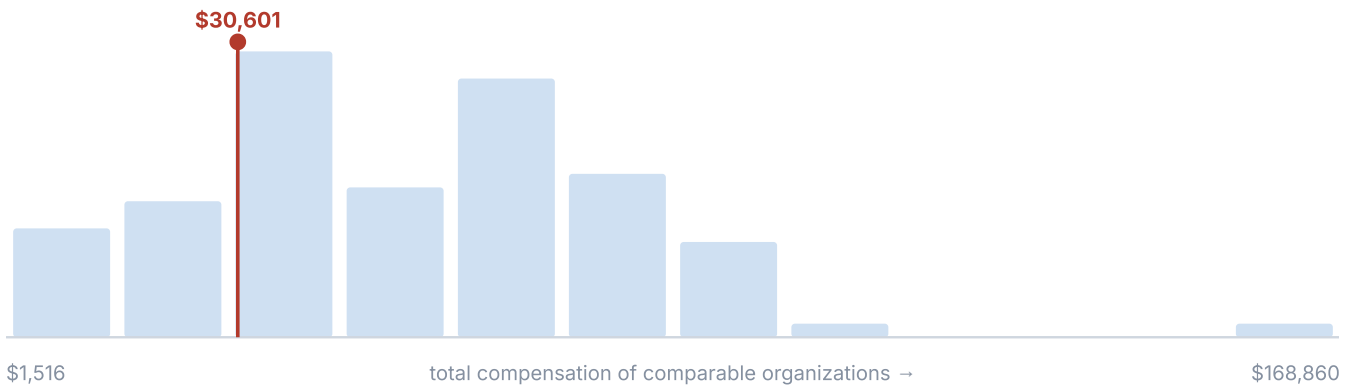
BUDGET Total revenue between \$155,011 and \$347,041 — 0.67x to 1.50x the subject's \$231,361 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,049	\$36,602	\$53,155	\$70,052	\$84,890	\$30,601
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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
Berea Historical Society	OH	\$230,863	Key Employee	\$9,894	\$11,209	2024
Geneva Historical Society	IL	\$233,566	Executive Dir.	\$74,888	\$78,750	2024
Harrisonburg-rockingham Historical	VA	\$234,085	Executive Director	\$65,025	\$67,156	2024
Milton Historical Society	WI	\$235,066	Executive Director	\$43,160	\$49,637	2023
Kankakee County Historical Society	IL	\$227,254	Executive Dir.	\$50,594	\$53,203	2024
Historic Preservation Trust Of	PA	\$235,874	Director	\$1,380	\$1,516	2023
Garfield Heritage Society	IL	\$236,787	Executive Director	\$3,338	\$3,510	2024
Montgomery County Historical	NY	\$223,779	Executive Di	\$29,955	\$28,953	2024
Island County Historical Society	WA	\$223,467	Executive Director	\$36,982	\$36,461	2023
Crawford County Historical Society	PA	\$239,650	Executive Director	\$35,907	\$39,433	2023
Fort Mill Economic Partners	SC	\$221,807	Executive Director	\$35,005	\$40,215	2023
Lelooska Foundation	WA	\$241,645	President	\$12,253	\$11,734	2024
Buffalo Bill Dam Visitor Center	WY	\$220,679	General Manager	\$28,488	\$32,629	2024
Colonial Pennsylvania Farmstead	PA	\$244,925	Vice President	\$1,841	\$2,021	2023
Schoharie County Historical Society	NY	\$245,308	Curator	\$64,789	\$62,621	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peerless Rockville Historic Preservation Ltd	MD	\$216,963	Executive Director	\$93,116	\$95,866	2023
Fort Mifflin On The Delaware	PA	\$216,140	Executive Di	\$66,200	\$72,699	2023
Chippewa County Historical Society	MN	\$215,141	Executive Di	\$39,640	\$41,896	2024
West Des Moines Historical Society	IA	\$247,603	Executive Di	\$52,986	\$62,056	2024
Lombard Historical Society	IL	\$248,983	Costanzo	\$53,045	\$57,428	2023
Lakewood Historical Society	OH	\$249,834	Executive Di	\$67,600	\$74,610	2025
Friends Of Clermont Inc	NY	\$250,561	Executive Di	\$3,432	\$3,317	2024
James Whites Fort	TN	\$210,761	Trustee	\$33,715	\$37,907	2024
Wellesley Historical Society Inc	MA	\$209,961	Executive Director	\$56,154	\$55,569	2023
Napa County Historical Society	CA	\$209,695	Executive Dir	\$80,000	\$71,985	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	90 organizations. Compensation range \$1,516–\$168,860; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$231,361); for reference, expenses \$219,016 and assets \$4,346,356.
ROLE MATCH	Andrew Stout, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	20 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	19 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 (Andrew Stout) 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 90 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,601 is reasonable (approximately the 20th 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.