

# Portsmouth Museums Foundation

Executive Director / CEO

EIN 541703447

VA · NTEE A99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Perry, Executive Director / CEO** (\$53,840) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

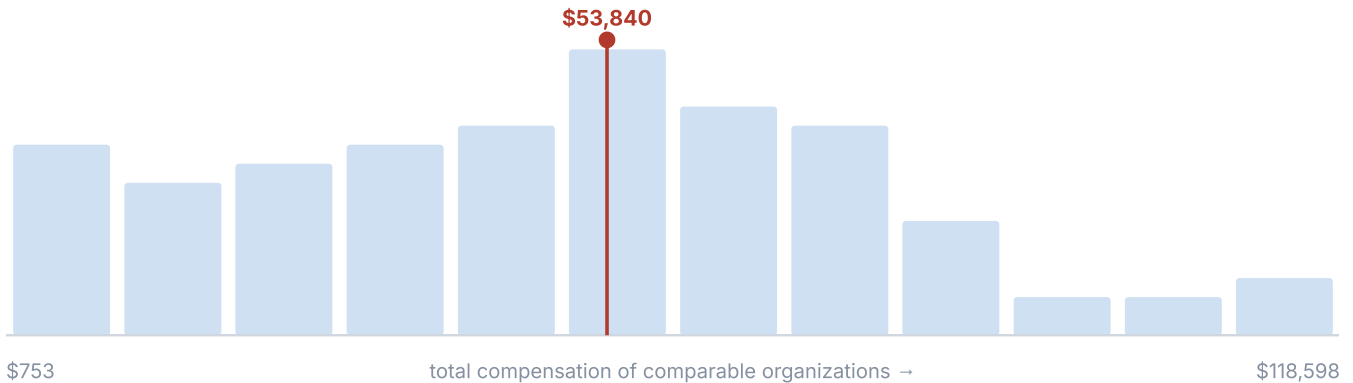
**Benchmarked executive:** Nancy Perry — reported title "INTERIM EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A99Z).
BUDGET	Total revenue between \$194,379 and \$435,177 — 0.67x to 1.50x the subject's \$290,118 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A99), nationwide + budget 0.67–1.5x revenue.

**99** organizations qualified on sector, size, and geography → **99** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,061	\$27,819	\$50,409	\$68,933	\$81,793	\$53,840
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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 VA 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="#">Leu Civic Center Inc</a>	IL	\$288,552	Executive Di	\$34,774	<b>\$35,407</b>	2024
<a href="#">City Of Miami Black Police Precinct</a>	FL	\$292,864	Executive Di	\$83,077	<b>\$80,830</b>	2024
<a href="#">Save The Hampton House Incorporated</a>	IL	\$287,280	President And Chairman	\$48,846	<b>\$51,204</b>	2023
<a href="#">Recreation Foundation Inc</a>	OR	\$286,403	President	\$30,000	<b>\$29,706</b>	2023
<a href="#">Minnesota Council Of Teachers Of Mathematics</a>	MN	\$281,564	Executive Director	\$11,220	<b>\$11,821</b>	2023
<a href="#">Filipino American Symphony Orchestra</a>	CA	\$299,219	Executive Director	\$71,936	<b>\$66,234</b>	2023
<a href="#">Vietnamese American Organization - Vao</a>	CA	\$299,478	Executive Director	\$23,209	<b>\$21,370</b>	2023
<a href="#">Hear Now Music Festival</a>	CA	\$280,055	President And Artistic Direct	\$40,500	<b>\$37,289</b>	2023
<a href="#">Arts In Health Ocala Metro Inc</a>	FL	\$278,656	Executive Di	\$75,140	<b>\$75,266</b>	2023
<a href="#">Chopsticks Alley Art</a>	CA	\$302,349	Executive Director	\$78,375	<b>\$70,092</b>	2024
<a href="#">Indiana Artisan Inc</a>	IN	\$302,906	President	\$55,000	<b>\$60,070</b>	2024
<a href="#">Providence Neighborhood Planting Program</a>	RI	\$303,001	Executive Director	\$50,759	<b>\$50,409</b>	2024
<a href="#">Valley Shore Community Television Inc</a>	CT	\$303,094	Executive Director	\$21,971	<b>\$21,966</b>	2023
<a href="#">Academy Of Criminal Sciences</a>	MD	\$275,171	Exec. Dir.	\$77,000	<b>\$74,557</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wi Fairs Inc</a>	WI	\$274,828	Executive Di	\$33,000	<b>\$35,694</b>	2024
<a href="#">Korea Creative Content Agency Inc</a>	NY	\$271,047	President	\$11,950	<b>\$11,184</b>	2024
<a href="#">Create Wisconsin Inc</a>	WI	\$270,848	Executive Dir.	\$61,667	<b>\$66,701</b>	2024
<a href="#">Teen Start Program</a>	OH	\$270,544	Greathouse	\$10,367	<b>\$11,708</b>	2023
<a href="#">On Our Own Of Roanoke Valley Inc</a>	VA	\$269,820	Exec Director	\$56,423	<b>\$56,423</b>	2024
<a href="#">Southern Shakespeare Company</a>	FL	\$269,432	Executive Director	\$41,082	<b>\$39,971</b>	2024
<a href="#">Creativity Unlimited Arts Council</a>	NE	\$310,877	Executive Di	\$51,249	<b>\$57,088</b>	2024
<a href="#">Center Stage Inc</a>	MS	\$269,178	Artistic Director	\$33,034	<b>\$37,123</b>	2025
<a href="#">Love Bldg Incorporated</a>	MI	\$268,289	Executive Director 18 Million Rising	\$11,004	<b>\$12,111</b>	2023
<a href="#">Dance Film Sf Inc</a>	CA	\$312,344	Interim Executive Director	\$68,950	<b>\$63,485</b>	2023
<a href="#">Foundation For Spirituality And The</a>	SC	\$313,589	Foundation Manager	\$85,863	<b>\$92,773</b>	2024

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

## ■ Sample, role match & sensitivity

PEER COUNT **99** organizations. Compensation range \$753–\$118,598; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$290,118); for reference, expenses \$172,706 and assets \$4,517,850. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Nancy Perry, reported title "*INTERIM EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	51 <sup>st</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 (Nancy Perry) 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 99 similarly situated organizations (Same NTEE sector (A99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,840 is reasonable (approximately the 56<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.