

# The Legacy Project Inc

Executive Director / CEO

EIN 541771178

VA · NTEE A80

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Ms Talea D Teasley, Executive Director / CEO** (\$16,540) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ms Talea D Teasley — 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 (A80).

**BUDGET** Total revenue between \$38,499 and \$86,193 — 0.67x to 1.50x the subject's \$57,462 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,301	\$7,699	\$17,275	\$26,069	\$44,751	\$16,540
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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="#">216 E Washington Blvd Foundation</a>	IN	\$56,979	Treasurer	\$1,000	<b>\$1,092</b>	2023
<a href="#">Story Preservation Initiative</a>	NH	\$55,576	Executive Director	\$26,918	<b>\$25,742</b>	2023
<a href="#">Vision Historic Preservation Founda</a>	TX	\$59,350	Treasurerdirector	\$9,167	<b>\$9,225</b>	2024
<a href="#">The Society For The Restoration Of The Gary Bathing Beach Aquatorium</a>	IN	\$54,419	Manager	\$12,962	<b>\$14,157</b>	2023
<a href="#">Reflections Of Manatee Inc</a>	FL	\$61,848	Executive Director	\$5,000	<b>\$4,865</b>	2023
<a href="#">Hawaii Japanese Center</a>	HI	\$61,982	President	\$24,700	<b>\$22,246</b>	2024
<a href="#">The John P Parker Historical Society Inc</a>	OH	\$63,235	Docent	\$10,179	<b>\$11,166</b>	2023
<a href="#">Center For Civil War Photograp</a>	PA	\$63,774	Exec Director	\$5,400	<b>\$5,417</b>	2024
<a href="#">Hartford Preservation Alliance Inc</a>	CT	\$66,165	Executive Dir.	\$21,000	<b>\$20,392</b>	2023
<a href="#">Waupaca Historical Society</a>	WI	\$66,228	Director	\$24,473	<b>\$25,711</b>	2024
<a href="#">Friends Of Lyndon B Johnson National Historical Park</a>	TX	\$48,419	Executive Director	\$22,851	<b>\$22,994</b>	2024
<a href="#">Heath Community Arts Council</a>	OH	\$67,989	Executive Di	\$40,000	<b>\$43,878</b>	2023
<a href="#">Friends Of Col Ben Stephenson House</a>	IL	\$68,398	Museum Director	\$44,318	<b>\$45,125</b>	2023
<a href="#">1893 Land Run Historical Center Inc</a>	OK	\$44,642	Opeations Manage	\$12,130	<b>\$13,437</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Central European History Society</a>	GA	\$72,068	Editor Of Ce	\$1,000	<b>\$1,041</b>	2023
<a href="#">Appelo Archives Center</a>	WA	\$73,356	Administration	\$23,914	<b>\$22,174</b>	2023
<a href="#">Fort Preservation Society</a>	CA	\$75,251	Executive Director	\$14,880	<b>\$13,307</b>	2023
<a href="#">The Centralia Area Historical</a>	IL	\$39,167	Executive Di	\$8,554	<b>\$8,460</b>	2024
<a href="#">Beavercreek Historical Society</a>	OH	\$38,924	Director	\$1,680	<b>\$1,790</b>	2024
<a href="#">Historic Poole Forge Inc</a>	PA	\$77,468	Director	\$45,200	<b>\$45,344</b>	2024
<a href="#">Electrical Workers Historical Society</a>	DC	\$81,472	President (Eff. 1/4/23)	\$239,765	<b>\$217,909</b>	2023
<a href="#">The Nolumbeka Project Inc</a>	MA	\$83,733	President	\$250	<b>\$233</b>	2023
<a href="#">Jackson County Historical Society</a>	IA	\$84,497	Curator	\$25,000	<b>\$27,537</b>	2024
<a href="#">Mainstreet Las Vegas Inc</a>	NM	\$85,591	Executive Director	\$25,000	<b>\$27,050</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 2023 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>24</b> organizations. Compensation range \$233–\$217,909; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$57,462); for reference, expenses \$81,335 and assets \$637,959. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ms Talea D Teasley, reported title <i>"Executive Director"</i> , 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Ms Talea D Teasley) 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 10, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,540 is reasonable (approximately the 50<sup>th</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 10, 2026.