

# Port Columbus Civil War Naval Center Inc

Executive Director / CEO

EIN 581487274  
 GA · NTEE A115  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Holly Wait, Executive Director / CEO** (\$56,200) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

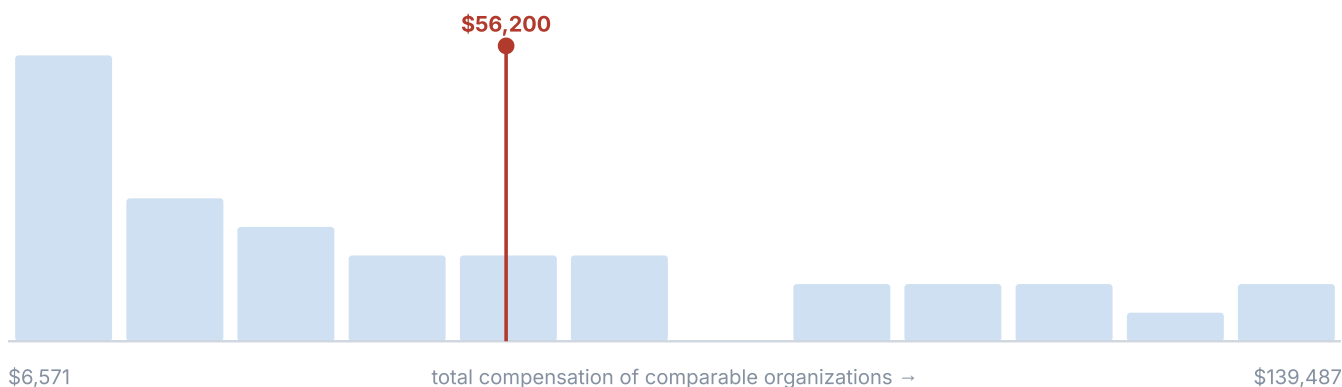
**Benchmarked executive:** Holly Wait — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A115).
BUDGET	Total revenue between \$280,138 and \$627,175 — 0.67x to 1.50x the subject's \$418,117 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A11), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,844	\$16,600	\$38,314	\$72,084	\$111,123	\$56,200
----------	----------	----------	----------	-----------	----------



## ● 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 GA 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="#">Cccd Foundation</a>	NC	\$421,264	Executive Di	\$35,942	<b>\$36,935</b>	2024
<a href="#">Cmw Support Corporation</a>	RI	\$424,726	Founder & Artistic Director	\$25,947	<b>\$24,744</b>	2024
<a href="#">Gates Chili Color Guard Parents Inc</a>	NY	\$404,683	Executive Director	\$12,366	<b>\$11,441</b>	2023
<a href="#">National Hispanic Cultural Center</a>	NM	\$432,221	President An	\$104,920	<b>\$115,547</b>	2023
<a href="#">Capitol Theatre Center Foundation</a>	PA	\$403,559	Executive Di	\$47,796	<b>\$47,404</b>	2024
<a href="#">John Kirkpatrick Fund For Historic</a>	OK	\$438,882	President	\$36,220	<b>\$40,837</b>	2023
<a href="#">Kenosha Public Museums Foundation Inc</a>	WI	\$440,389	Executive Director	\$36,888	<b>\$38,314</b>	2024
<a href="#">Senior Services Foundation Inc</a>	NC	\$454,521	Executive Di	\$36,301	<b>\$37,304</b>	2024
<a href="#">Lane County Historical Society</a>	OR	\$455,705	Co-executive Director	\$54,093	<b>\$51,436</b>	2023
<a href="#">Naz Real Estate Holding Company</a>	MN	\$378,002	President & Ceo	\$33,773	<b>\$32,334</b>	2025
<a href="#">The Acts 44 Foundation Inc</a>	OH	\$469,024	President/ce	\$99,747	<b>\$108,174</b>	2023
<a href="#">Klcs Education Foundation</a>	CA	\$366,307	President	\$71,223	<b>\$62,973</b>	2023
<a href="#">Houston Boychoir Inc</a>	TX	\$366,020	Executive Dir.	\$10,000	<b>\$9,949</b>	2024
<a href="#">Dpm Asset Management Inc</a>	TX	\$471,899	President	\$13,640	<b>\$13,570</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of The Patapsco Valley State</a>	MD	\$472,964	Executive Director	\$103,339	<b>\$96,085</b>	2024
<a href="#">Armory Theater Fund</a>	OR	\$355,915	Pcs Director Of Finance	\$8,871	<b>\$8,435</b>	2023
<a href="#">Act Market Street</a>	CA	\$348,689	Executive Director/president	\$17,368	<b>\$15,356</b>	2023
<a href="#">Maltz Jupiter Theatre Foundation Inc</a>	FL	\$492,954	President & Secretary	\$14,426	<b>\$13,876</b>	2023
<a href="#">Florida Federation Of Colorguards</a>	FL	\$342,402	President	\$22,590	<b>\$20,562</b>	2025
<a href="#">Keys 4 4 Kids Inc</a>	MN	\$494,139	Executive Director	\$86,309	<b>\$84,818</b>	2024
<a href="#">Wisconsin Broadcasters Association</a>	WI	\$328,474	President And Ceo	\$21,960	<b>\$22,809</b>	2024
<a href="#">Abf Fund</a>	MT	\$514,918	Executive Dir.	\$18,279	<b>\$19,596</b>	2024
<a href="#">American Indian Cultural Center Management</a>	OK	\$317,982	Ceo	\$11,054	<b>\$12,464</b>	2023
<a href="#">Paaia Fund</a>	DC	\$522,750	Executive Director, Secretary	\$112,010	<b>\$100,643</b>	2023
<a href="#">Ives Torres Foundation</a>	CA	\$312,816	Director	\$67,826	<b>\$58,248</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 37 organizations. Compensation range \$6,571–\$139,487; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$418,117); for reference, expenses \$448,061 and assets \$3,094,744.
ROLE MATCH	Holly Wait, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	70 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Holly Wait) 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 37 similarly situated organizations (Same NTEE sector (A11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,200 is reasonable (approximately the 65<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 9, 2026.