

Hands-on Science Center Inc

Executive Director / CEO

EIN 582013875
 TN · NTEE A570
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sean Amidon, Executive Director / CEO** (\$87,076) against the **2000** closest of **3,024** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

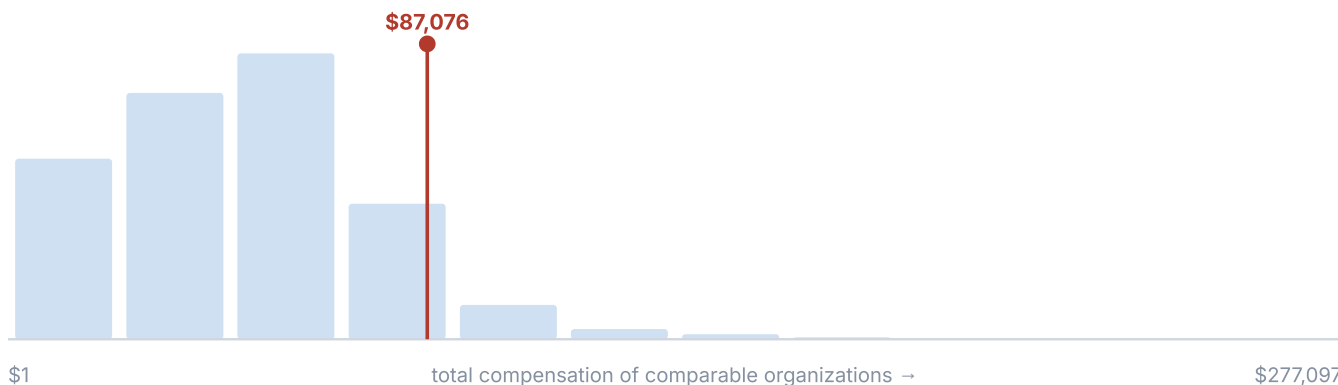
Benchmarked executive: Sean Amidon — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A570).
BUDGET	Total revenue between \$229,632 and \$514,102 — 0.67x to 1.50x the subject's \$342,735 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

3,024 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$11,437	\$28,153	\$48,127	\$65,860	\$83,052	\$87,076
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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 TN 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
American Impressionist Society Inc	NE	\$342,717	Treasurer	\$7,796	\$7,977	2024
Longview Symphony League	TX	\$342,620	Executive Di	\$50,634	\$48,186	2024
Centre County Historical Society	PA	\$342,593	Executive Director	\$39,833	\$37,790	2024
Plataforma Eje Inc	PR	\$342,888	Executive Director	\$28,154	\$28,154	2024
Skeptoid Media Inc	OR	\$343,012	Executive Di	\$107,100	\$94,620	2024
Babes Fest Inc	TX	\$343,025	Founding Executive Director	\$57,600	\$56,434	2023
Redtwist Theatre	IL	\$342,425	Artist Director	\$14,805	\$13,847	2024
Florida Federation Of Colorguards	FL	\$342,402	President	\$22,590	\$19,669	2025
Indianapolis Mens Chorus Incorporated	IN	\$343,096	Executive Director	\$85,000	\$83,078	2025
Henryk Sienkiewicz Polish School Nfp	IL	\$342,361	Prezes	\$7,392	\$6,914	2024
America On Wheels Inc	PA	\$342,357	Executive Di	\$13,846	\$13,136	2024
Theatre Forty	CA	\$343,128	Secretary	\$61,354	\$49,103	2025
Augusta Westobou Festival Inc	GA	\$342,121	Executive Director	\$65,100	\$62,272	2024
Endowment For The Mcwane Science Center	AL	\$342,081	Ceo Of Mcwane Science Cent	\$16,804	\$17,271	2024
Women's Club Foundation Inc	MD	\$341,970	Executive Director	\$18,105	\$16,103	2024
Cavankerry Press Ltd	NJ	\$343,702	Executive Director	\$46,518	\$38,494	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sol Treasures Inc	CA	\$343,778	Executive Dir.	\$83,334	\$68,458	2024
Kodiak Baranof Productions Inc	AK	\$343,839	Exec Director	\$53,158	\$48,349	2024
Pharos The International Photo Archives Association	NY	\$343,867	Executive Director	\$33,405	\$29,566	2023
Bandera Natural History And Art Museum	TX	\$341,572	Director Of Operations	\$16,600	\$16,264	2023
Barebones Productions Inc	PA	\$343,995	Artistic Dir	\$50,000	\$47,436	2024
Whitewater Community	IN	\$341,443	Executive Director	\$63,018	\$61,594	2025
Main Street Charles City	IA	\$344,035	Executive Di	\$24,577	\$24,941	2025
Center For Broadcast Journalism	MN	\$341,423	Executive Director	\$24,000	\$23,227	2023
The Hershey Symphony Orchestra	PA	\$344,049	Executive Di	\$25,000	\$23,107	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	2000 organizations. Compensation range \$1–\$277,097; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$342,735); for reference, expenses \$430,972 and assets \$362,698.
ROLE MATCH	Sean Amidon, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	57 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 peers 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	92 nd
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	90 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 (Sean Amidon) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,076 is reasonable (approximately the 92nd 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.