

Friends Of Florida History Inc

Executive Director / CEO

EIN 593753544

FL · NTEE A80

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alissa Lotane, Executive Director / CEO** (\$21,686) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

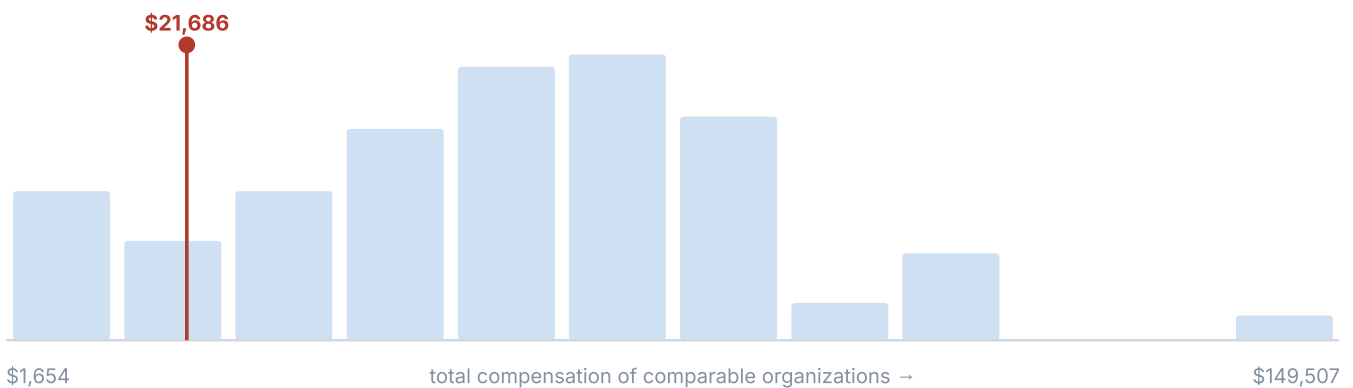
Benchmarked executive: Alissa Lotane — reported title “DIVISION DIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$190,954 and \$427,510 — 0.67x to 1.50x the subject's \$285,007 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,625	\$38,341	\$58,931	\$74,076	\$87,222	\$21,686
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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 FL 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
Historical Society Of Montgomery County	PA	\$287,660	Executive Director	\$73,017	\$77,510	2023
The Cambridge Historical Society	MA	\$290,178	Executive Director	\$116,615	\$108,349	2024
Aristides De Sousa Mendes Foundation-us	NY	\$292,011	Board President And Ceo	\$51,004	\$47,653	2024
Sarpy County Historical Society	NE	\$292,637	Executive Director	\$57,115	\$65,392	2023
Charleston County Parks Foundation	SC	\$276,622	Executive Di	\$61,534	\$66,374	2024
The Whitesbog Preservation Trust Inc	NJ	\$276,286	Executive Dir.	\$58,000	\$53,542	2024
High Plains Heritage Society Inc	SD	\$275,804	Executive Director	\$68,805	\$78,513	2024
Musical Arts Society Of New Orleans	LA	\$275,504	Executive Dir.	\$40,000	\$46,886	2023
Main Street Portsmouth	OH	\$275,016	Executive Di	\$27,605	\$31,123	2023
Camelot Days Inc	FL	\$296,448	Director	\$10,000	\$9,713	2024
Berwick Historical Society	PA	\$273,374	Executive Director	\$54,530	\$56,225	2024
Louisiana Children's	LA	\$272,001	Operations M	\$30,000	\$34,155	2024
North Hawaii Heritage Foundation	HI	\$298,274	Executive Director	\$47,654	\$44,113	2024
Kathmandu Valley Preservation Trust Inc	NY	\$298,584	Executive Director	\$4,500	\$4,204	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lewis & Clark Trail Heritage Foundation	MT	\$299,037	Ceo	\$52,423	\$58,427	2024
Middle Passage Ceremonies & Port	FL	\$269,967	Executive Director	\$47,796	\$46,425	2024
Bardstown Historic Development	KY	\$302,842	Director/curator	\$47,600	\$52,875	2024
Rensselaer County Historical Society	NY	\$303,386	Executive Director	\$67,385	\$64,817	2023
Discovery Expedition Of St Charles Mo Inc	MO	\$266,577	Executive Director	\$56,692	\$63,917	2023
Trail Of Tears Association Inc	OK	\$266,003	Executive Director	\$75,921	\$86,437	2024
Downtown Carlisle Association	PA	\$304,562	Main Street Manager	\$74,762	\$77,086	2024
Virginia Piedmont Heritage Area	VA	\$264,630	Executive Di	\$81,780	\$84,054	2023
Beck Cultural Exchange Center Inc	TN	\$305,869	President	\$100,865	\$109,622	2024
Wayne County Historical Museum Inc	IN	\$263,992	Interim Executive Director	\$49,994	\$54,511	2024
Coutts Memorial Museum Of Art Inc	KS	\$263,982	Executive Director	\$66,250	\$74,001	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	124 organizations. Compensation range \$1,654–\$149,507; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$285,007); for reference, expenses \$203,842 and assets \$4,586,821.
ROLE MATCH	Alissa Lotane, reported title "DIVISION DIR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	14 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	0 th
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 (Alissa Lotane) 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 124 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$21,686 is reasonable (approximately the 14th 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.