

Owensboro Area Museum Of Science And History Inc

Executive Director / CEO

EIN 611164857

KY · NTEE A500

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Kathy Olson, Executive Director / CEO** (\$43,828) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

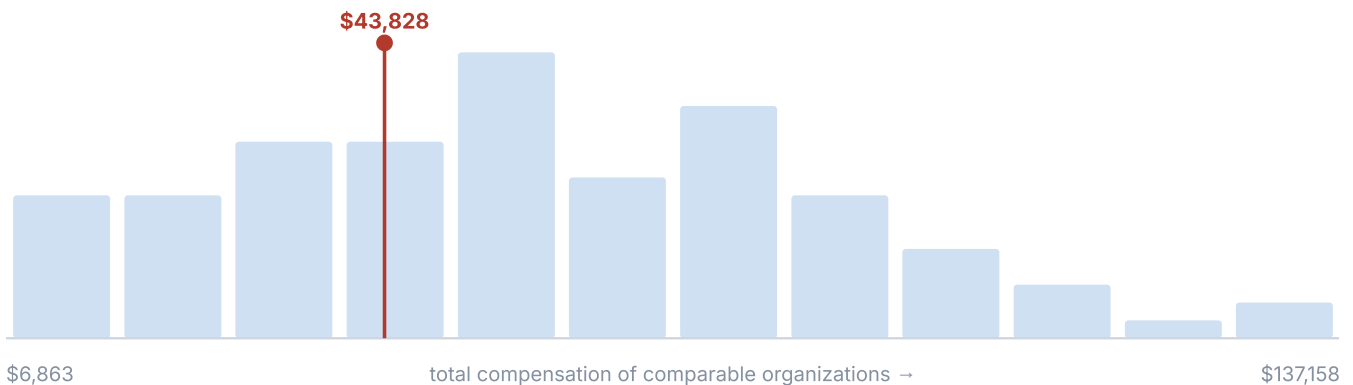
Benchmarked executive: Kathy Olson — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A500).
BUDGET	Total revenue between \$265,489 and \$594,379 — 0.67x to 1.50x the subject's \$396,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,599 10TH	\$36,370 25TH	\$57,495 MEDIAN	\$80,415 75TH	\$94,964 90TH	\$43,828 THIS ORG · 35TH
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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 KY 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
Kids 'N' Stuff An Interactive Experience For Kids	MI	\$386,571	Executive Director	\$57,577	\$55,315	2024
German Village Society	OH	\$410,500	Executive Di	\$83,333	\$84,579	2023
The Coming King Foundation	TX	\$410,943	Executve Director	\$33,857	\$32,454	2023
Southeastern Museums Conference	GA	\$411,676	Executive Director	\$83,825	\$80,768	2023
Center For Land Use Interpretation	CA	\$379,426	President	\$51,600	\$42,697	2023
Insectarium And Butterfly Pavilion Inc	VA	\$379,388	President And Director	\$8,481	\$7,848	2023
Ashland Community Enterprises	PA	\$377,757	President	\$36,941	\$34,289	2024
Portland Chinatown History Foundation	OR	\$376,336	Executive Director	\$22,750	\$20,245	2023
Wheels O' Time Museum	IL	\$375,037	Executive Director	\$49,500	\$45,296	2024
Rancho Obi-wan Inc	CA	\$419,326	President/ce	\$29,795	\$23,947	2024
African Amercan Cultural Inc	LA	\$369,272	Manager	\$21,196	\$21,724	2024
Long Island Maritime Museum	NY	\$429,337	Executive Director	\$75,094	\$65,025	2023
Anderson Abruzzo Intl Balloon Museum Fdn	NM	\$361,536	Executive Director	\$83,977	\$84,070	2024
The Museum Of Public Relations	NJ	\$356,754	President & Ceo	\$70,833	\$60,603	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
German American Heritage Center	IA	\$437,510	Executive Di	\$67,083	\$68,367	2024
Museum At Portland Head Light	ME	\$354,823	Museum Direc	\$14,324	\$13,745	2023
Texas Association Of Museums	TX	\$352,199	Executive Director	\$73,000	\$69,975	2023
Fullerton Museum Center Association	CA	\$440,563	Executive Director	\$120,300	\$99,544	2023
Museum Of Durham History	NC	\$349,691	Executive Director	\$78,859	\$75,842	2024
International Skiing History Association	VT	\$348,018	Executive Director	\$43,190	\$40,463	2024
Connecticut Womens Hall Of	CT	\$346,166	Executive Di	\$82,992	\$74,567	2023
National Automotive And Truck Museu	IN	\$344,439	Executive Di	\$25,000	\$24,539	2024
Endowment For The Mcwane Science Center	AL	\$342,081	Ceo Of Mcwane Science Cent	\$16,804	\$16,897	2024
River Road African American Museum And Gallery	LA	\$454,431	Executive Director	\$32,542	\$33,353	2024
The Edge Motor Museum Inc	TN	\$454,726	Executive Director	\$85,000	\$83,162	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 95 organizations. Compensation range \$6,863–\$137,158; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$396,253); for reference, expenses \$524,834 and assets \$1,244,507.

ROLE MATCH Kathy Olson, reported title "*Director*", 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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	35 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	33 rd

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 (Kathy Olson) 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 95 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,828 is reasonable (approximately the 35th 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.