

# Alex Haley Museum Association

Executive Director / CEO

EIN 621299662

TN · NTEE A540

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Richard Griffin, Executive Director / CEO** (\$22,000) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Richard Griffin — reported title "SITE MANAGER", 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 (A540).

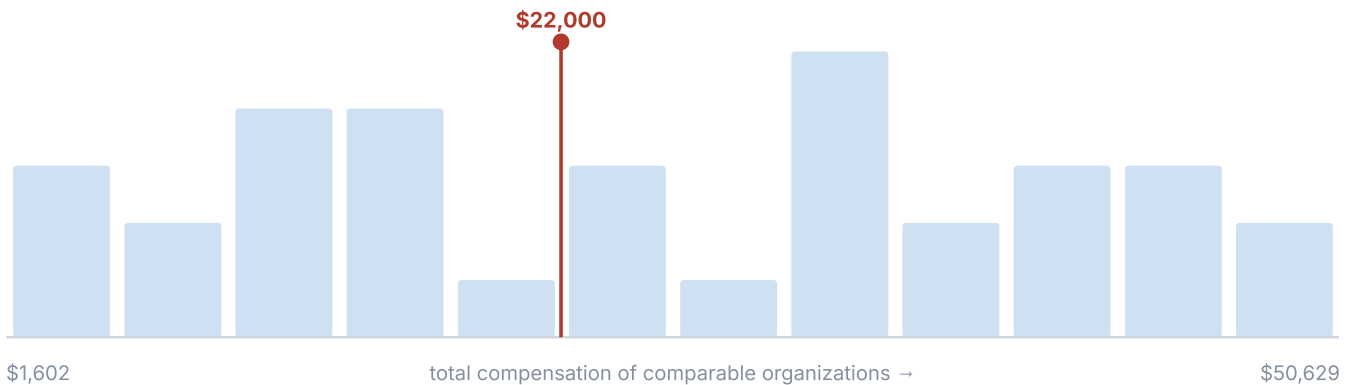
**BUDGET** Total revenue between \$60,744 and \$135,994 — 0.67x to 1.50x the subject's \$90,663 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

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

→ **33** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,878	\$11,960	\$25,373	\$38,337	\$44,344	\$22,000
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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
<a href="#">Jack Oconnor Hunting Heritage &amp;</a>	ID	\$90,074	Secretary	\$1,583	<b>\$1,602</b>	2024
<a href="#">American Society Of Military History Inc</a>	CA	\$94,326	Director	\$40,000	<b>\$33,830</b>	2023
<a href="#">Vasa Order Of America National</a>	IL	\$86,295	Archivist	\$50,404	<b>\$47,142</b>	2024
<a href="#">Overfield Tavern Museum</a>	OH	\$85,394	Director	\$44,082	<b>\$44,418</b>	2024
<a href="#">Mid America Transportation And</a>	IA	\$96,077	Employee	\$24,000	<b>\$25,000</b>	2024
<a href="#">St Albans Historical Society Inc</a>	VT	\$97,194	Executive Director	\$34,154	<b>\$31,862</b>	2025
<a href="#">Pembina County Historical Society</a>	ND	\$97,239	Museum Curator	\$11,036	<b>\$11,522</b>	2024
<a href="#">Person County Museum Of History Inc</a>	NC	\$98,322	Executive Director	\$39,000	<b>\$38,337</b>	2024
<a href="#">Signal And Cyber Museum Society</a>	GA	\$99,556	Executive Director	\$10,000	<b>\$9,566</b>	2024
<a href="#">Pacific Northwest Railroad Archive</a>	WA	\$81,621	Director	\$3,349	<b>\$2,937</b>	2023
<a href="#">Mechanicsburg Museum Association</a>	PA	\$99,879	Treasurer	\$5,200	<b>\$4,933</b>	2024
<a href="#">Friends Of Chevra T'helim</a>	VA	\$79,530	Executive Di	\$13,020	<b>\$11,960</b>	2024
<a href="#">Bayfield Heritage Association Inc</a>	WI	\$102,049	Exec Directo	\$6,067	<b>\$6,206</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dakota Sunset Museum</a>	SD	\$78,504	Curator, Treasurer & Director	\$10,871	<b>\$11,751</b>	2023
<a href="#">Pittsburg-camp County Museum Assoc Inc</a>	TX	\$77,645	Museum Admin.	\$16,410	<b>\$16,078</b>	2023
<a href="#">Kings Mountain Historical Museum Foundation Inc</a>	NC	\$77,367	Director & Curator	\$43,524	<b>\$44,048</b>	2023
<a href="#">The American Classic Arcade Museum</a>	NH	\$105,991	Director	\$18,200	<b>\$16,460</b>	2023
<a href="#">Huntington African American Museum Inc</a>	NY	\$107,966	Executive Director	\$26,522	<b>\$22,800</b>	2024
<a href="#">North Myrtle Beach Area Historical</a>	SC	\$69,735	Director	\$47,000	<b>\$45,445</b>	2025
<a href="#">Veterans Memorial Museum</a>	CA	\$113,890	Ceo/director	\$30,000	<b>\$25,373</b>	2023
<a href="#">Mendota Museum &amp; Historical Society</a>	IL	\$116,319	Director	\$19,500	<b>\$18,238</b>	2024
<a href="#">Lea County Museum Inc</a>	NM	\$61,724	Director	\$40,000	<b>\$40,929</b>	2024
<a href="#">Greene County Historical Society</a>	PA	\$119,793	Executive Director	\$40,508	<b>\$39,565</b>	2023
<a href="#">East End African American Museum</a>	NY	\$124,562	Executive Di	\$20,000	<b>\$17,701</b>	2023
<a href="#">The Star Spangled Banner</a>	MD	\$126,011	Executive Director	\$56,923	<b>\$50,629</b>	2024

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

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PEER COUNT	33 organizations. Compensation range \$1,602–\$50,629; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$90,663); for reference, expenses \$106,526 and assets \$160,157.
ROLE MATCH	Richard Griffin, reported title " <i>SITE MANAGER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	42 <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

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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 (Richard Griffin) 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 33 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,000 is reasonable (approximately the 42<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.