

Scottsboro-jackson Heritage Center

Executive Director / CEO

EIN 630881568

AL · NTEE A540

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Vickie Hosch, Executive Director / CEO** (\$20,196) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

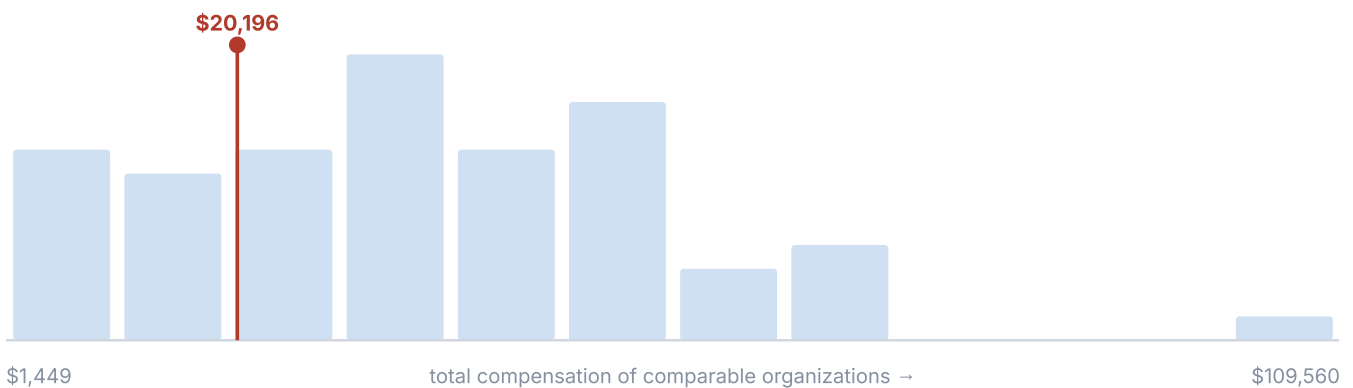
Benchmarked executive: Vickie Hosch — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A540).
BUDGET	Total revenue between \$94,800 and \$212,239 — 0.67x to 1.50x the subject's \$141,493 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,307	\$20,907	\$33,496	\$48,896	\$60,054	\$20,196
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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 AL 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
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$19,394	2024
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$26,345	2025
The William E Swigart Jr Automobile Museum	PA	\$140,026	Treasurer	\$9,855	\$9,097	2024
The Glenn L Martin	MD	\$136,329	Executive Dir.	\$69,396	\$60,054	2024
Historic Palmyra Inc	NY	\$135,713	Executive Director	\$37,035	\$30,977	2024
The Museum Of North Texas History	TX	\$148,127	Executive Director	\$27,692	\$25,641	2024
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$5,802	2023
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$52,669	2023
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$60,711	2023
River Valley Pioneer Museum	TX	\$131,346	Executive Dir.	\$37,000	\$34,259	2024
North Texas Society Of History & Culture	TX	\$131,331	Executive Director	\$15,500	\$14,352	2024
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$27,840	2025
Museum Of The West Texas Frontier	TX	\$128,710	Director	\$10,615	\$9,829	2024
General John A Logan Museum	IL	\$128,680	Executive Di	\$27,300	\$25,577	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Warbirds Of Glory Museum	MI	\$154,634	President	\$50,058	\$49,239	2023
Cimarron Heritage Center	OK	\$128,001	Director	\$30,000	\$29,790	2025
South Carolina Cotton Museum Inc	SC	\$155,011	Executive Di	\$33,692	\$33,496	2023
Destin Fishing Museum Foundati	FL	\$126,655	Executive Dir	\$45,444	\$39,517	2024
Amesbury Carriage Museum Inc	MA	\$126,485	Executive Director	\$37,800	\$31,442	2024
The Star Spangled Banner	MD	\$126,011	Executive Director	\$56,923	\$49,260	2024
Milan Historical Museum Inc	OH	\$158,097	Executive Drector	\$71,428	\$70,027	2024
East End African American Museum	NY	\$124,562	Executive Di	\$20,000	\$17,223	2023
Museum Of Ceramics Foundation	OH	\$159,251	Key Employee	\$21,325	\$20,907	2024
Greene County Historical Society	PA	\$119,793	Executive Director	\$40,508	\$38,496	2023
Sag Harbor Whaling & Historical	NY	\$164,616	Board Member	\$4,000	\$3,346	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **61** organizations. Compensation range \$1,449–\$109,560; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$141,493); for reference, expenses \$221,678 and assets \$1,082,613. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Vickie Hosch, reported title " <i>DIRECTOR</i> ", 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	1 peer 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	23 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 (Vickie Hosch) 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 61 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,196 is reasonable (approximately the 25th 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.