

Mount Holly Cemetery

Executive Director / CEO

EIN 710236907

AR · NTEE A84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steven N Adams, Executive Director / CEO** (\$51,480) against the **2000** closest of **2,936** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

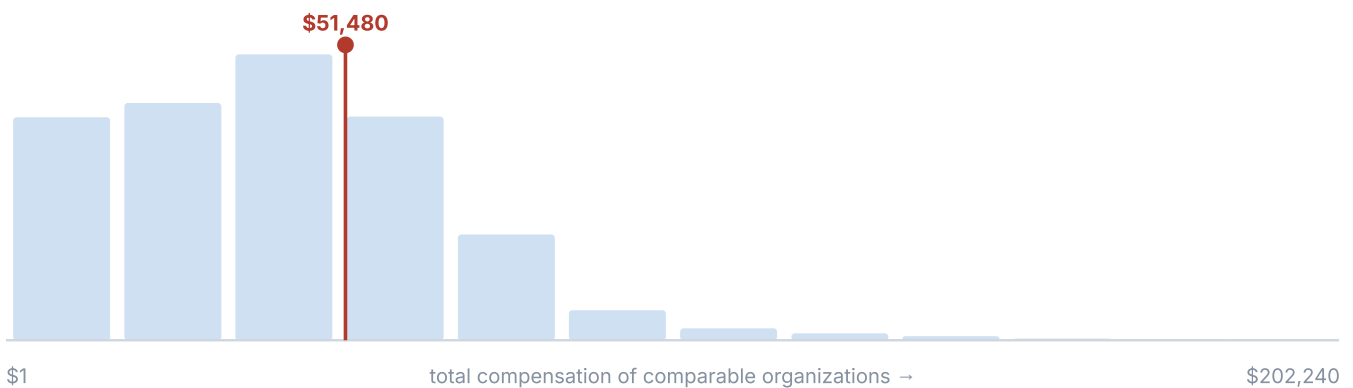
SECTOR Organizations sharing the subject's NTEE classification (A84).

BUDGET Total revenue between \$192,974 and \$432,033 — 0.67x to 1.50x the subject's \$288,022 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,936 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$7,846	\$21,790	\$39,836	\$56,345	\$73,483	\$51,480
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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 AR 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
Faulkner Morgan Archive	KY	\$288,069	President & Executive Director	\$52,771	\$51,929	2023
Dignity Usa Inc	MA	\$288,091	Executive Di	\$112,921	\$90,274	2024
Hawaii Science And Technology	HI	\$288,167	Executive Director	\$23,350	\$19,932	2022
Ballet Repertory Theatre Of New Mexico	NM	\$288,188	Executive & Artist Director	\$53,333	\$51,032	2024
Manship Artist Residence And Studios Inc	MA	\$287,794	President	\$38,000	\$31,276	2023
Flying V Ltd	MD	\$287,745	Executive Director	\$37,000	\$31,683	2023
Historical Society Of Montgomery County	PA	\$287,660	Executive Director	\$73,017	\$66,693	2023
Inside Out Theatre Company Inc	FL	\$287,632	Executive Director	\$65,004	\$54,327	2024
Pioneer Winter Collective Inc	FL	\$287,596	Executive Director	\$43,529	\$37,454	2023
Brazilian Cultural Arts Center Of Santa Barbara	CA	\$288,472	Presidentceo	\$34,500	\$27,286	2023
The Generations Project Inc	NY	\$288,484	Executive Dir.	\$68,000	\$56,280	2023
Inspire Music Service Hope Inc	AZ	\$288,484	Executive Director	\$24,000	\$21,141	2023
Berwin Art Education Center	NJ	\$288,494	President	\$63,000	\$51,520	2023
Milwaukee Jazz Institute Inc	WI	\$288,509	Executive Dir.	\$60,000	\$55,747	2024
Imagination Fort Worth	TX	\$287,534	Executive Director	\$68,735	\$62,975	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bluewater Chamber Orchestra	OH	\$288,511	Artistic Director	\$29,000	\$27,326	2024
Leu Civic Center Inc	IL	\$288,552	Executive Di	\$34,774	\$30,414	2024
Rehoboth Beach Historical Society	DE	\$288,552	Executive Director	\$62,030	\$54,034	2024
Northville Art House Inc	MI	\$287,460	Executive Di	\$70,000	\$64,278	2024
Dance Moves Stl	MO	\$287,414	Executive Director	\$58,000	\$53,243	2025
Marblehead Little Theatre Inc	MA	\$288,684	Secretary	\$3,800	\$2,960	2025
The Choralis Foundation	VA	\$287,316	Artistic Dir	\$55,000	\$48,640	2023
Save The Hampton House Incorporated	IL	\$287,280	President And Chairman	\$48,846	\$43,984	2023
Prism Quartet Incorporated	NY	\$288,772	Executive Director	\$113,258	\$91,048	2024
Western Political Science Association	OR	\$288,787	Executive Dir.	\$7,000	\$5,783	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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–\$202,240; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$288,022); for reference, expenses \$274,710 and assets \$254,551.

ROLE MATCH Steven N Adams, reported title "*SEXTON*", 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	54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	34 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	67 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	65 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 (Steven N Adams) 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 \$51,480 is reasonable (approximately the 67th 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.