

Hidalgo Foundation

Executive Director / CEO

EIN 743015538
 TX · NTEE A80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tracy Wolff, Executive Director / CEO** (\$44,083) against **every comparable organization** that fit the selection criteria — **71** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

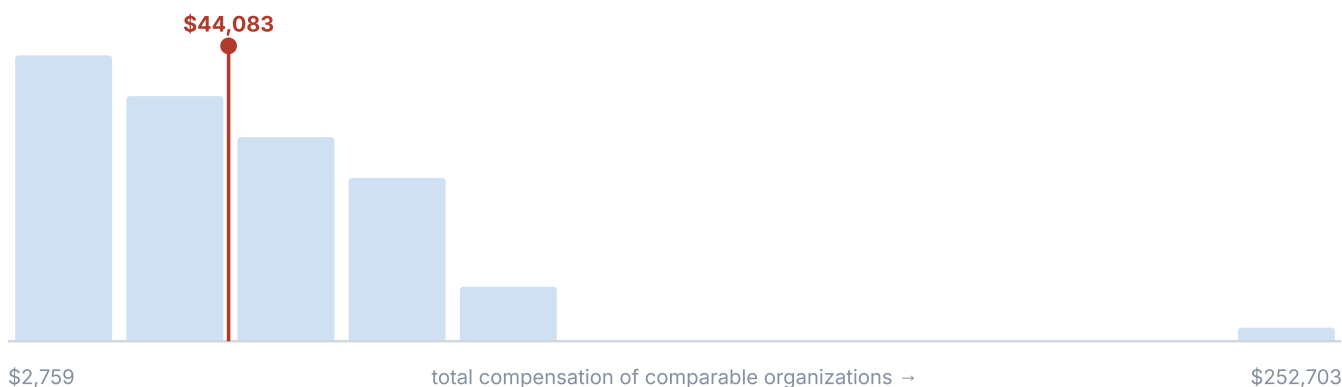
Benchmarked executive: Tracy Wolff — reported title "PRES./EXEC. DIR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$105,478 and \$236,145 — 0.67x to 1.50x the subject's \$157,430 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

71 organizations qualified on sector, size, and geography → **71** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,775	\$21,826	\$39,426	\$64,041	\$84,182	\$44,083
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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 TX 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
East Tennessee Historical Society Foundation	TN	\$157,780	President/ceo	\$13,361	\$14,040	2024
Norwalk Historical Society Inc	CT	\$156,068	Executive Dir.	\$48,000	\$44,991	2024
Quakertown Alive	PA	\$155,888	Executive Director	\$67,022	\$66,816	2024
Heritage Alliance Of Ne Tn & Sw Va	TN	\$155,315	Director	\$45,478	\$49,200	2023
Westerly Armory Restoration Inc	RI	\$155,312	Treasurer	\$26,250	\$25,163	2024
Saint Petersburg Preservation Inc	FL	\$159,952	Executive Director	\$84,621	\$79,470	2024
The Allen County Courthouse Preservation Trust Inc	IN	\$161,074	Executive Director	\$90,789	\$95,712	2024
Ponca City Mainstreet Inc	OK	\$152,974	Executive Di	\$54,014	\$59,458	2024
The Grand Foundation Inc	NE	\$152,532	Vice President	\$13,000	\$13,978	2024
Wilsons Creek National Battlefield Foundation	MO	\$162,963	Executive Director	\$46,230	\$48,949	2024
Lovell Historical Society	ME	\$151,332	President	\$19,815	\$20,421	2023
Spring Grove Area Historical	PA	\$165,010	Executive Di	\$57,335	\$57,159	2024
Stockyards Plaza Inc	SD	\$149,752	Executive Director	\$76,301	\$84,182	2024
Sunrise Historic And Prehistoric	WY	\$165,662	Principal In	\$6,000	\$6,423	2024
Historical Society Of Southern	CA	\$167,089	Executive Director	\$23,400	\$20,200	2024
Colorado Freedom Memorial Fndtn	CO	\$167,576	President	\$45,000	\$43,136	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Society Of The Daughters Of The	OK	\$147,152	President	\$7,500	\$8,500	2023
Great Bridge Battlefield	VA	\$169,994	Executive Director	\$63,907	\$63,508	2023
Shelby County Historical Society	IN	\$171,028	Executive Dir.	\$43,269	\$45,615	2024
The Ballard House Project Inc	AL	\$142,515	Executive Director	\$18,000	\$20,015	2023
Northwest Arkansas African American Heritage Association Inc	AR	\$172,408	President	\$23,000	\$25,845	2024
The Chicago Club Preservation Foundation	IL	\$141,514	Management Representative	\$29,859	\$29,346	2024
Natl Washington-rochambeau Rev Rt A	MD	\$139,631	Executive Di	\$32,800	\$30,655	2024
Elizabethtown Preservation Associat	PA	\$175,372	Director	\$30,800	\$30,705	2024
Montana Cowboy Hall Of Fame And Western	MT	\$176,282	Executive Director	\$30,000	\$33,283	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **71** organizations. Compensation range \$2,759–\$252,703; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$157,430); for reference, expenses \$227,933 and assets \$1,822,390. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tracy Wolff, reported title "PRES./EXEC. DIR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	55 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	51 st

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 (Tracy Wolff) 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 71 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,083 is reasonable (approximately the 55th 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.