

Brazos Valley Museum Of Natural History

Executive Director / CEO

EIN 746076616

TX · NTEE A560

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Dr Deborah Cowman, Executive Director / CEO** (\$65,775) against the **2000** closest of **2,954** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

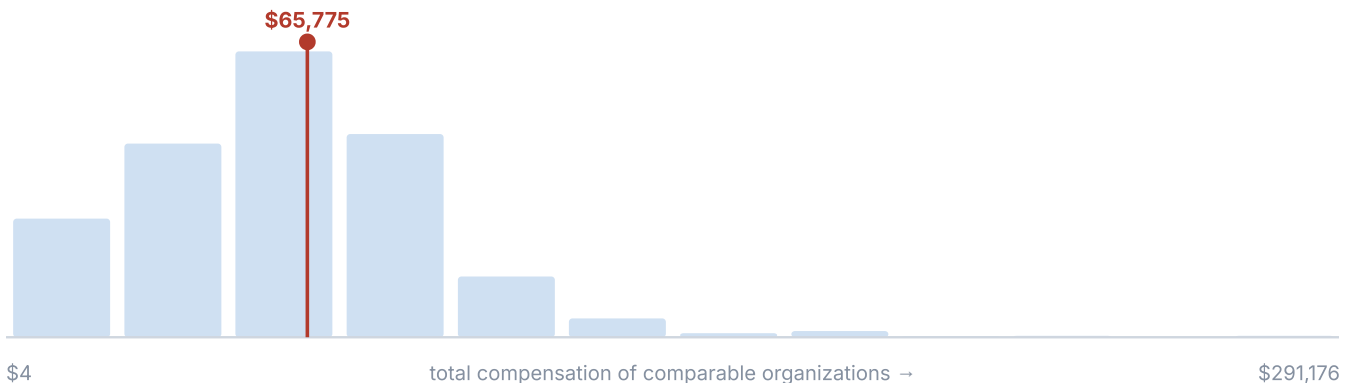
Benchmarked executive: Dr Deborah Cowman — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A560).
BUDGET	Total revenue between \$322,110 and \$721,143 — 0.67x to 1.50x the subject's \$480,762 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

2,954 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$20,116	\$38,432	\$60,303	\$79,866	\$98,480	\$65,775
----------	----------	----------	----------	----------	----------



● 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
Global Writes Inc	NY	\$480,751	Co-president	\$35,000	\$32,551	2023
Children's Discovery Museum	ME	\$480,697	Executive Director	\$45,415	\$46,804	2023
Krymov Lab Inc	NY	\$480,680	Managing Director	\$26,486	\$23,926	2024
Mendelssohn Club Of Philadelphia	PA	\$480,443	Executive Director	\$98,822	\$98,518	2024
Aleut International Association	AK	\$481,180	Executive Di	\$80,859	\$77,281	2024
Ppc Entertainment Inc	CA	\$480,329	Artistic Dir.	\$69,583	\$60,066	2024
Bloom Arts Foundation Inc	CA	\$481,207	Ececutive Director	\$104,137	\$89,894	2024
Tangier American Legation Institute For Moroccan Studies	MD	\$481,242	Executive Director	\$150,094	\$140,280	2024
Newport News Public Art Foundation	VA	\$480,146	Executive Director	\$30,919	\$29,844	2024
Students Publishing Co Inc	IL	\$480,101	General Manager	\$103,500	\$101,721	2024
The Ipswich Local News Inc	MA	\$480,015	President & Director	\$51,912	\$48,012	2023
Tucson Arizona Boys Chorus	AZ	\$481,517	Director	\$86,466	\$83,131	2024
Cincinnati Ballet Holdings Inc	OH	\$479,970	President	\$21,906	\$23,880	2023
Rome Little Theatre Inc	GA	\$481,871	Executive Director	\$51,691	\$51,958	2024
Excellencies Of Christ	FL	\$479,632	President	\$116,000	\$112,157	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Mexico In Depth Inc	NM	\$481,940	Director	\$85,000	\$94,094	2023
Montez Press Arts Inc	NY	\$479,513	Ex-officio Board Mem	\$75,532	\$68,232	2024
Cypress Creek Foundation For The	TX	\$482,142	Executive Di	\$67,500	\$67,500	2024
Wyoming Fine Arts Center	OH	\$482,274	Executive Dir.	\$75,246	\$79,672	2024
Maine Preservation	ME	\$482,319	Executive Di	\$107,039	\$104,387	2025
Les Delices	OH	\$478,951	Executive Di	\$73,568	\$75,888	2025
Dunwoody Preservation Trust Inc	GA	\$478,948	Executive Director	\$50,000	\$51,743	2023
International Society Daughters Of Utah Pioneers	UT	\$478,823	Treasurer	\$4,500	\$4,604	2024
New Mexico Jazz Workshop Inc	NM	\$482,828	Director	\$62,345	\$67,035	2024
Columbia Festival Inc	MD	\$478,660	Managing Director	\$60,394	\$56,445	2024

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 2000 organizations. Compensation range \$4–\$291,176; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$480,762); for reference, expenses \$517,284 and assets \$497,311.

ROLE MATCH Dr Deborah Cowman, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 65 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 37 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	58 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	55 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 (Dr Deborah Cowman) 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 13, 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 \$65,775 is reasonable (approximately the 58th 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 13, 2026.