

Harrington House Foundation

Executive Director / CEO

EIN 752609269
 TX · NTEE A54M
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Phyllis Rice, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

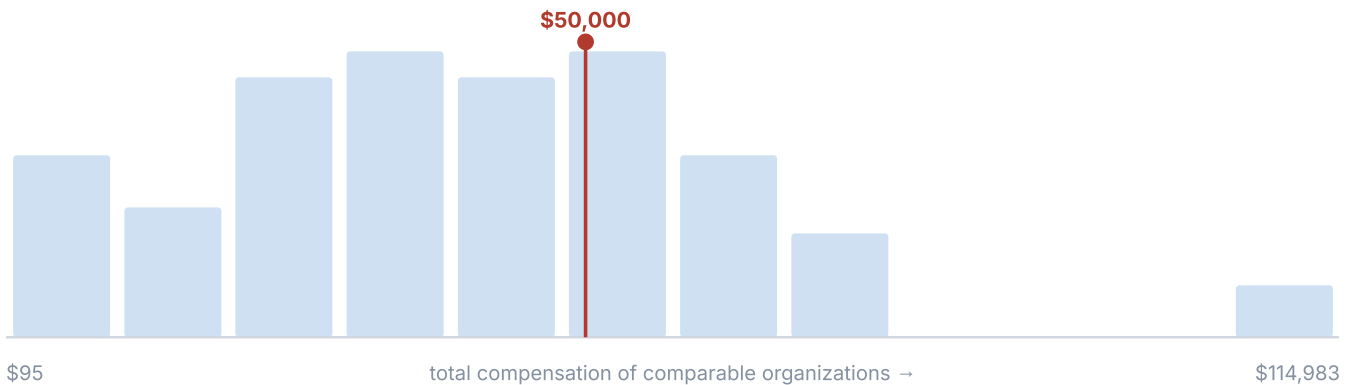
Benchmarked executive: Phyllis Rice — reported title “Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A54M).
BUDGET	Total revenue between \$112,527 and \$251,926 — 0.67x to 1.50x the subject's \$167,951 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,003	\$24,796	\$39,336	\$53,241	\$63,274	\$50,000
----------	----------	----------	----------	----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 69TH
------	------	--------	------	------	-----------------



● 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
Shoreline Historical Museum	WA	\$167,149	Executive Di	\$55,538	\$48,282	2024
Sag Harbor Whaling & Historical	NY	\$164,616	Board Member	\$4,000	\$3,509	2024
Museum Of Ceramics Foundation	OH	\$159,251	Key Employee	\$21,325	\$21,931	2024
Milan Historical Museum Inc	OH	\$158,097	Executive Director	\$71,428	\$73,460	2024
Everett Museum Of History	WA	\$179,646	Executive Director	\$37,090	\$32,244	2024
Northwest Carriage Museum	WA	\$179,961	Sec / Director	\$43,036	\$37,413	2024
Bush Family Home Foundation	TX	\$180,724	Executive Director	\$67,500	\$70,267	2022
South Carolina Cotton Museum Inc	SC	\$155,011	Executive Di	\$33,692	\$35,138	2023
Warbirds Of Glory Museum	MI	\$154,634	President	\$50,058	\$51,652	2023
Haverhill Historical Society	MA	\$152,088	Director And Curator	\$34,356	\$29,205	2025
Mississippi Industrial Heritage Museum Inc	MS	\$151,523	Sec Treas And Executive Director	\$57,200	\$63,687	2023
Center For Documentary Expression	UT	\$151,368	Executive Di	\$54,000	\$55,251	2023
Millville Army Air Field Museum Inc	NJ	\$185,125	Executive Director	\$51,124	\$45,631	2023
Museum Assn Of The American Frontier	NE	\$185,679	Executive Director	\$39,000	\$40,730	2024
Dayton International Peace Museum	OH	\$186,358	Executive Di	\$66,650	\$70,571	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Charnley-persky House Museum	IL	\$149,312	Executive Director - Term	\$6,193	\$6,087	2023
St Charles History Museum	IL	\$187,467	Executive Dir.	\$58,000	\$55,368	2024
The Museum Of North Texas History	TX	\$148,127	Executive Director	\$27,692	\$26,898	2024
Old Independence Regional Museum	AR	\$189,731	Museum Director	\$36,040	\$39,336	2024
Spnea Connecticut Inc	MA	\$191,365	President	\$85,871	\$74,928	2024
The Black Cowboy Museum	TX	\$192,088	Chief Executive Officer	\$36,000	\$34,967	2024
Society For The Preservation Of The	MI	\$192,803	General Manager	\$36,082	\$36,163	2024
Sanford-springvale Historical Society	ME	\$142,583	Executive Director	\$29,175	\$27,636	2025
Heritage Museum Of Montgomery County	TX	\$142,402	Executive Director	\$20,946	\$20,345	2024
Scottsboro-jackson Heritage Center	AL	\$141,493	Director	\$20,196	\$21,186	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 2023 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 67 organizations. Compensation range \$95–\$114,983; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$167,951); for reference, expenses \$257,133 and assets \$16,055,308. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Phyllis Rice, reported title " <i>Manager</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	2 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	69 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	67 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 (Phyllis Rice) 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 67 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 69th 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.