

# The Plano Conservancy For Historic Preservation I

Executive Director / CEO

EIN 752920593  
 TX · NTEE A80  
 FY ending 2025-09-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Kim Hils, Executive Director / CEO** (\$58,516) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48<sup>th</sup>** percentile of comparable organizations within the typical range

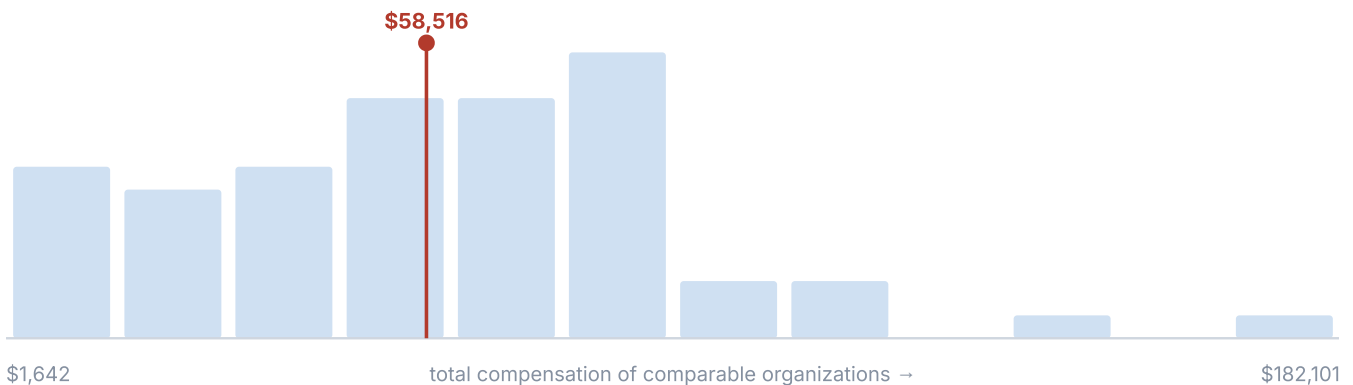
**Benchmarked executive:** Kim Hils — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$244,852 and \$548,176 — 0.67x to 1.50x the subject's \$365,451 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

**124** organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$11,413</b> 10TH	<b>\$38,052</b> 25TH	<b>\$61,101</b> MEDIAN	<b>\$80,780</b> 75TH	<b>\$98,809</b> 90TH	<b>\$58,516</b> THIS ORG · 48TH
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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
<a href="#">The Finca Vigia Foundation Inc</a>	MA	\$368,460	Executive Director	\$156,037	<b>\$143,882</b>	2024
<a href="#">Minnesota Masonic Historic Buildings</a>	MN	\$360,487	Ceo - Charities	\$32,555	<b>\$33,008</b>	2024
<a href="#">Hulls Angels Inc</a>	VA	\$359,458	Executive Director	\$29,743	<b>\$29,469</b>	2024
<a href="#">Oregon Black Pioneers Corporation</a>	OR	\$376,648	Executive Director	\$67,708	<b>\$66,426</b>	2023
<a href="#">Lumber Heritage Region Of Pa Inc</a>	PA	\$354,189	Executive Director	\$61,277	<b>\$62,704</b>	2024
<a href="#">Historic Riverside Cemetery</a>	GA	\$378,369	President	\$85,605	<b>\$86,048</b>	2025
<a href="#">Presque Isle Light Station</a>	PA	\$379,832	Executive Director	\$62,500	<b>\$65,846</b>	2023
<a href="#">Patriotic Productions Inc</a>	NE	\$380,942	President	\$75,000	<b>\$85,220</b>	2023
<a href="#">Delaware Military Heritage And Education Foundation Inc</a>	DE	\$349,391	Executive Director	\$17,500	<b>\$18,103</b>	2023
<a href="#">Revolutionary Education Inc</a>	TX	\$349,265	President	\$12,000	<b>\$12,681</b>	2023
<a href="#">The Society Of Colonial Wars</a>	NY	\$348,873	Executive Director	\$106,023	<b>\$98,309</b>	2024
<a href="#">Maine Natural History Observatory</a>	ME	\$348,525	Treasurer/ex	\$38,396	<b>\$38,436</b>	2025
<a href="#">Oxford Mainstreet Inc</a>	PA	\$347,801	Interim Ed	\$38,473	<b>\$39,369</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Blackpastorg</a>	WA	\$385,282	Executive Director	\$70,000	<b>\$66,209</b>	2023
<a href="#">Heart Of The Civil War Heritage Area Inc</a>	MD	\$385,446	Executive Director	\$86,959	<b>\$83,424</b>	2024
<a href="#">Main Street Charles City</a>	IA	\$344,035	Executive Di	\$24,577	<b>\$26,902</b>	2025
<a href="#">Model T Ford Club Of America</a>	IN	\$387,385	Executive Director	\$62,800	<b>\$67,958</b>	2024
<a href="#">Centre County Historical Society</a>	PA	\$342,593	Executive Director	\$39,833	<b>\$40,761</b>	2024
<a href="#">Women's Club Foundation Inc</a>	MD	\$341,970	Executive Director	\$18,105	<b>\$17,369</b>	2024
<a href="#">Bandera Natural History And Art Museum</a>	TX	\$341,572	Director Of Operations	\$16,600	<b>\$17,543</b>	2023
<a href="#">El Campanil Theatre Preservation</a>	CA	\$391,222	Executive Dir.	\$68,846	<b>\$61,003</b>	2024
<a href="#">Carousel Of Happiness Inc</a>	CO	\$392,609	Executive Director	\$64,942	<b>\$63,899</b>	2024
<a href="#">Historic Homestake Opera House</a>	SD	\$392,649	Executive Di	\$33,288	<b>\$37,698</b>	2024
<a href="#">100th Bomb Group Foundation Inc</a>	MI	\$337,821	Executive Vp, Director	\$5,000	<b>\$5,452</b>	2023
<a href="#">Srs Heritage Foundation Inc</a>	SC	\$337,123	Comptroller	\$4,302	<b>\$4,606</b>	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 2025 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	124 organizations. Compensation range \$1,642–\$182,101; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$365,451); for reference, expenses \$390,815 and assets \$346,134.
ROLE MATCH	Kim Hils, reported title " <i>Executive Director</i> ", 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	3 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	48 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	48 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	45 <sup>th</sup>

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 (Kim Hils) 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 124 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,516 is reasonable (approximately the 48<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.