

Appelo Archives Center

Executive Director / CEO

EIN 800576752
 WA · NTEE A80
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Annika Kay, Executive Director / CEO** (\$23,914) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

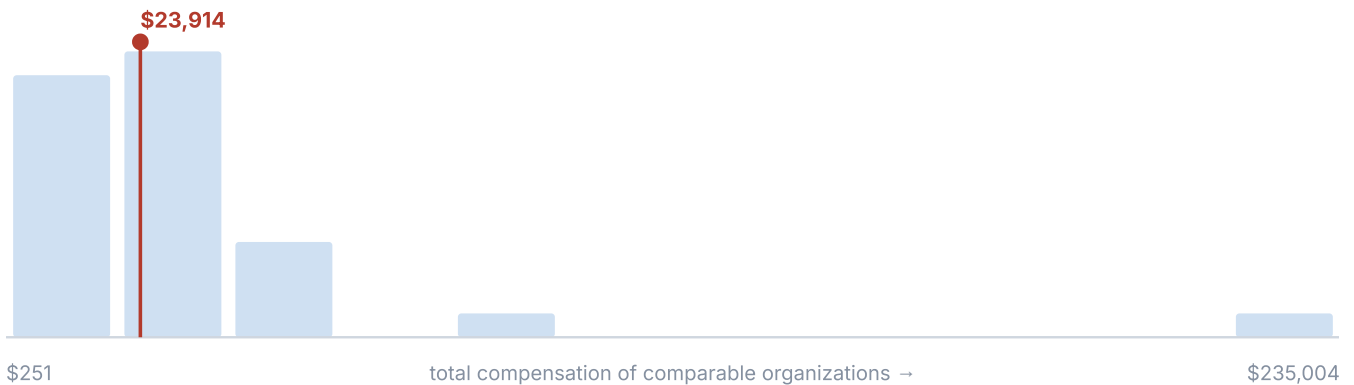
Benchmarked executive: Annika Kay — reported title “Administration”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$49,148 and \$110,034 — 0.67x to 1.50x the subject's \$73,356 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,167	\$12,042	\$25,214	\$30,466	\$50,632	\$23,914
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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 WA 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
Central European History Society	GA	\$72,068	Editor Of Ce	\$1,000	\$1,123	2023
Fort Preservation Society	CA	\$75,251	Executive Director	\$14,880	\$14,351	2023
Historic Poole Forge Inc	PA	\$77,468	Director	\$45,200	\$48,901	2024
Friends Of Col Ben Stephenson House	IL	\$68,398	Museum Director	\$44,318	\$48,665	2023
Heath Community Arts Council	OH	\$67,989	Executive Di	\$40,000	\$47,320	2023
Waupaca Historical Society	WI	\$66,228	Director	\$24,473	\$27,729	2024
Hartford Preservation Alliance Inc	CT	\$66,165	Executive Dir.	\$21,000	\$21,992	2023
Electrical Workers Historical Society	DC	\$81,472	President (Eff. 1/4/23)	\$239,765	\$235,004	2023
Center For Civil War Photograp	PA	\$63,774	Exec Director	\$5,400	\$5,842	2024
The John P Parker Historical Society Inc	OH	\$63,235	Docent	\$10,179	\$12,042	2023
The Nolumbeka Project Inc	MA	\$83,733	President	\$250	\$251	2023
Jackson County Historical Society	IA	\$84,497	Curator	\$25,000	\$29,697	2024
Hawaii Japanese Center	HI	\$61,982	President	\$24,700	\$23,991	2024
Reflections Of Manatee Inc	FL	\$61,848	Executive Director	\$5,000	\$5,246	2023
Mainstreet Las Vegas Inc	NM	\$85,591	Executive Director	\$25,000	\$29,172	2024
Whitesville Historical Society Inc	KY	\$86,210	Executive Di	\$21,012	\$25,214	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vision Historic Preservation Founda	TX	\$59,350	Treasurerdirector	\$9,167	\$9,948	2024
Dublin Community Center	NH	\$87,586	Center Director	\$24,999	\$25,043	2024
Crawford Family Historical Museum Inc	TX	\$87,830	Secretary-treasurer	\$29,952	\$33,465	2023
The Legacy Project Inc	VA	\$57,462	Executive Director	\$16,540	\$17,838	2023
216 E Washington Blvd Foundation	IN	\$56,979	Treasurer	\$1,000	\$1,178	2023
Historical Society Of Perry County	PA	\$91,041	Employee	\$930	\$1,006	2024
Story Preservation Initiative	NH	\$55,576	Executive Director	\$26,918	\$27,762	2023
Historic Marion Revitalization	SC	\$91,900	Executive Dir.	\$27,394	\$30,205	2025
The Society For The Restoration Of The Gary Bathing Beach Aquatorium	IN	\$54,419	Manager	\$12,962	\$15,268	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 29 organizations. Compensation range \$251–\$235,004; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$73,356); for reference, expenses \$84,646 and assets \$525,722.

ROLE MATCH Annika Kay, reported title "*Administration*", 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	1 peer 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	41 st
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	41 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 (Annika Kay) 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 29 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,914 is reasonable (approximately the 41st 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.