

Connectcr Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kraft Julie, Executive Director / CEO** (\$9,499) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

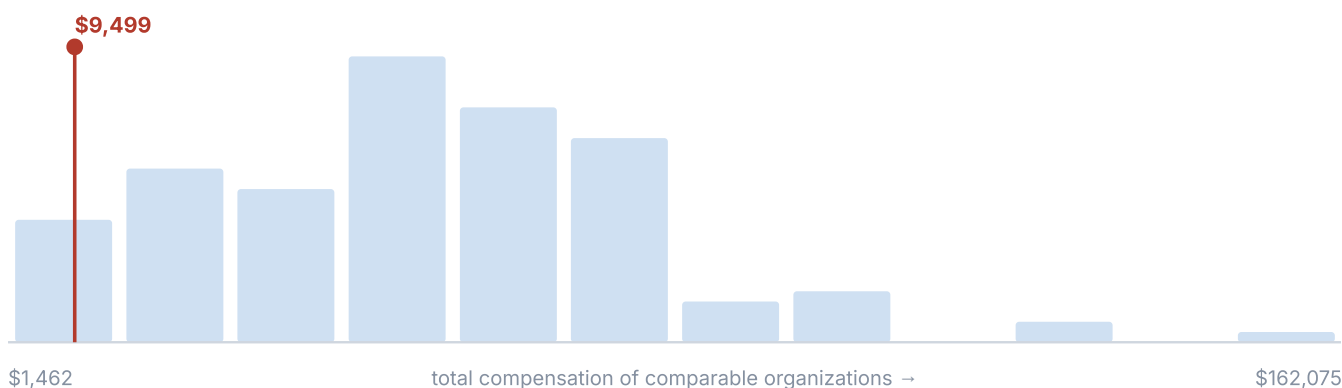
Benchmarked executive: Kraft Julie — reported title "DIRECTOR OF ORGANIZATIONAL", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$210,038 and \$470,236 — 0.67x to 1.50x the subject's \$313,491 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,551	\$33,762	\$51,609	\$68,279	\$78,324	\$9,499
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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 IA 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
Historic Downtown Liberty Inc	MO	\$313,195	Executive Di	\$75,474	\$73,008	2024
Yellowstone Historic Center Inc	MT	\$314,151	Executive Director	\$75,000	\$76,017	2023
Greater Ashmont Main Street Inc	MA	\$310,482	Executive Director	\$58,991	\$47,166	2025
Buffalo Heritage Carousel Inc	NY	\$310,356	Executive Director	\$1,771	\$1,462	2024
Wegner Arboretum Society	SD	\$309,451	Executive Dir.	\$60,005	\$60,482	2024
Honor Flight New England Inc	NH	\$318,561	Executive Director	\$61,963	\$52,254	2024
Loudoun Laurels	VA	\$319,215	Executive Di	\$59,000	\$52,028	2024
Doylestown Historical Society Np	PA	\$307,622	Executive Director	\$36,410	\$34,140	2023
Beck Cultural Exchange Center Inc	TN	\$305,869	President	\$100,865	\$96,830	2024
Preservation Pennsylvania	PA	\$321,267	Executive Di	\$84,000	\$76,505	2024
Downtown Carlisle Association	PA	\$304,562	Main Street Manager	\$74,762	\$68,091	2024
Clackamas Heritage Partners	OR	\$323,041	Executive Director	\$41,667	\$36,383	2023
John Hope Franklin Center For	OK	\$323,443	Executive Director	\$21,374	\$22,130	2023
Rensselaer County Historical Society	NY	\$303,386	Executive Director	\$67,385	\$57,254	2023
Bardstown Historic Development	KY	\$302,842	Director/curator	\$47,600	\$46,706	2024
Schmahl Science Workshops Inc	CA	\$325,715	Executive Director	\$18,201	\$14,354	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cyprus American Archaeological Research	VA	\$325,875	Executive Director	\$66,417	\$60,298	2023
Friends Of Linden Hill Inc	MN	\$327,202	Executive Director	\$71,521	\$64,543	2024
Lewis & Clark Trail Heritage Foundation	MT	\$299,037	Ceo	\$52,423	\$51,609	2024
Kathmandu Valley Preservation Trust Inc	NY	\$298,584	Executive Director	\$4,500	\$3,714	2024
North Hawaii Heritage Foundation	HI	\$298,274	Executive Director	\$47,654	\$38,966	2024
Veterans Breakfast Club	PA	\$329,512	Executive Di	\$98,385	\$92,253	2023
Camelot Days Inc	FL	\$296,448	Director	\$10,000	\$8,580	2024
Pennsylvania Heritage Foundation	PA	\$331,028	Executive Di	\$27,415	\$24,969	2024
Colorado Music Hall Of Fame	CO	\$331,686	Executive Di	\$150,800	\$132,062	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 127 organizations. Compensation range \$1,462–\$162,075; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$313,491); for reference, expenses \$1,517,394 and assets \$2,828,385. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Kraft Julie, reported title "*DIRECTOR OF ORGANIZATIONAL*", 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	3 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	8 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	8 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 (Kraft Julie) 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 127 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,499 is reasonable (approximately the 8th 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.