

Koshare Indian Museum Inc

Executive Director / CEO

EIN 840587954

CO · NTEE A500

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Jeremy Manyik, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Jeremy Manyik — reported title "MANGER", 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 (A500).

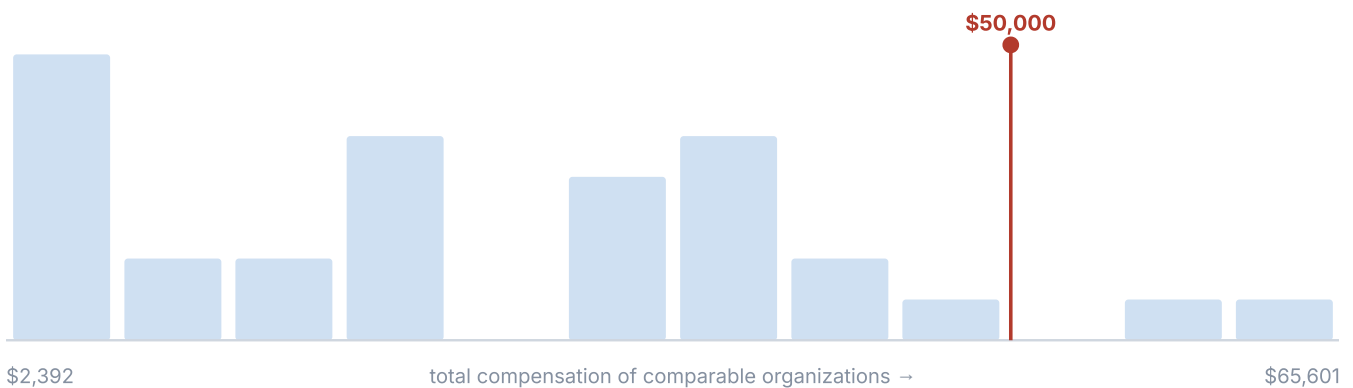
BUDGET Total revenue between \$59,845 and \$133,983 — 0.67x to 1.50x the subject's \$89,322 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography

→ **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,075	\$10,162	\$22,879	\$37,328	\$43,189	\$50,000
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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 CO 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
Moclips By The Sea Historical Society	WA	\$88,622	Director/curator	\$4,500	\$4,202	2024
Western Maine Play Museum	ME	\$88,376	Executive Di	\$22,077	\$23,055	2024
El Paso Holocaust Museum Foundation	TX	\$86,514	Museum Exec Dir	\$2,227	\$2,392	2023
The National Museum Of The	PA	\$85,055	Curator & Mu	\$8,875	\$9,502	2023
Ukrainian American	MI	\$83,474	Executive Di	\$36,000	\$39,896	2023
Stuart Heritage Inc	FL	\$96,465	Recording Se	\$6,336	\$6,391	2023
Pierre Claeysens Veterans Foundation	CA	\$81,667	President	\$22,500	\$20,262	2024
Patten Lumbermen's Museum Inc	ME	\$81,354	Secretary/treasurer	\$31,905	\$33,318	2024
Basketball Museum Of Illinois Inc	IL	\$79,243	Executive Dir.	\$4,000	\$4,101	2024
Camp Ritchie Museum Inc	MD	\$77,205	Director	\$30,330	\$29,572	2024
Cowboy Hall Of Fame Affiliated Fund Of	OK	\$76,727	Secretary	\$25,864	\$30,578	2023
Akin Hall Association	NY	\$103,447	Curator	\$23,400	\$22,703	2023
Home Of Sliced Bread Corporation	MO	\$75,168	Secretary	\$5,685	\$6,117	2025
Nebraska Firefighters Foundation	NE	\$104,208	Executive Director	\$31,800	\$35,669	2024
C Grier Beam Truck Museum	NC	\$73,082	Secretary	\$36,400	\$39,224	2024
Missouri Veterinary Medical	MO	\$70,046	Executive Di	\$3,473	\$3,836	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$16,861	2023
Interior And Arctic Alaska Aeronautical Foundation	AK	\$65,366	Operations Director	\$29,959	\$29,871	2024
Aviation Hall Of Fame And Museum Of New Jersey	NJ	\$116,623	Executive Director	\$40,700	\$37,897	2024
Louholtz Upper Ohio Valley Hall Of	OH	\$60,276	Board Member	\$45,100	\$48,532	2025
Water Mill Museum	NY	\$119,739	Director/mgr	\$39,179	\$36,921	2024
Florida Association Of Museums	FL	\$120,156	Executive Director	\$55,650	\$56,132	2023
Mennonite Heritage & Agrcltr Museum	KS	\$120,970	Museum Director/curator	\$18,915	\$21,941	2023
The Sam Houston Masonic Library And Museum Association	TX	\$121,623	Treasurer	\$3,000	\$3,049	2025
Bluegrass Heritage Museum Inc	KY	\$121,829	Executive-di	\$38,016	\$42,595	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **30** organizations. Compensation range \$2,392–\$65,601; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$89,322); for reference, expenses \$112,369 and assets \$748,534.

ROLE MATCH Jeremy Manyik, reported title "MANGER", 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 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	80 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 (Jeremy Manyik) 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 10, 2026, comparing compensation against 30 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 93rd 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 10, 2026.