

Historic Georgetown Inc

Executive Director / CEO

EIN 840611722

CO · NTEE A54

FY ending 2024-04-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Hale, Executive Director / CEO** (\$67,083) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

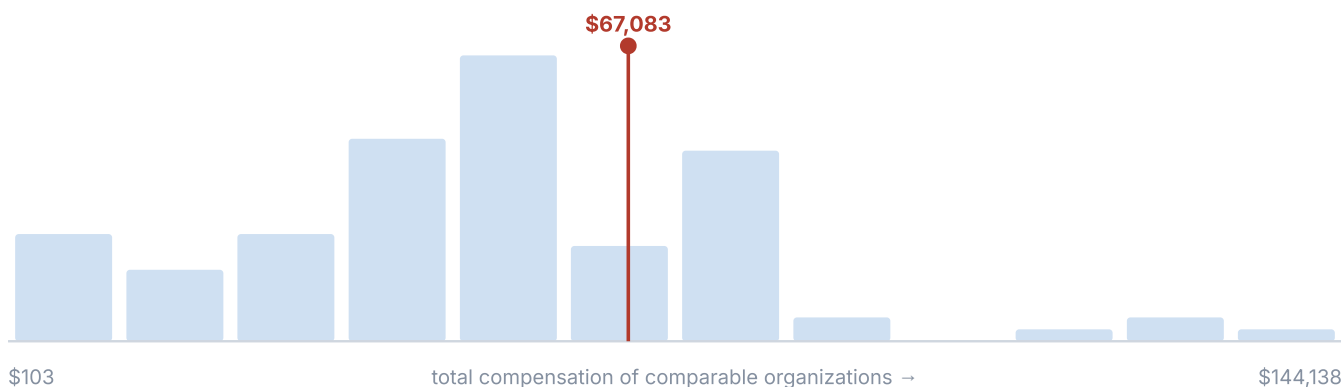
Benchmarked executive: Nancy Hale — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A54).
BUDGET	Total revenue between \$148,134 and \$331,644 — 0.67x to 1.50x the subject's \$221,096 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,735	\$35,624	\$52,327	\$68,137	\$80,200	\$67,083
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 73RD
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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
New Americans Museum Inc	CA	\$219,841	Executive Dir.	\$133,200	\$123,494	2023
Packard Museum Association	OH	\$218,808	Executive Dir	\$61,205	\$67,606	2024
The Haverstraw African American	NY	\$225,077	Maintenance	\$1,500	\$1,414	2024
Butler County Historical Society	OH	\$228,610	Executive Dir.	\$40,837	\$45,108	2024
Newcomb Historical Museum	NY	\$230,909	Museum Director	\$52,800	\$51,228	2023
Minnesota Fishing Museum &	MN	\$210,554	Executive Di	\$44,914	\$47,651	2023
Marietta Museum Of History Inc	GA	\$210,201	Director	\$50,000	\$52,430	2024
Alamance County Historical Museum Inc	NC	\$209,161	Executive Director	\$52,714	\$56,803	2024
International Women's Air & Space	OH	\$207,319	Executive Di	\$45,424	\$50,174	2024
Taos Historic Museums Inc	NM	\$206,410	Treasurer	\$14,000	\$15,704	2024
Golden Ball Tavern Trust	MA	\$205,085	Exec. Direct	\$131,715	\$123,437	2024
Harriet Tubman Home	NY	\$237,460	President & Ceo	\$50,000	\$47,119	2024
Historic Fallsington Inc	PA	\$202,623	Executive Di	\$55,560	\$57,782	2024
Mt Hood Cultural Center And Museum	OR	\$202,350	Director	\$1,638	\$1,633	2023
Eastend Studio & Gallery	MI	\$240,654	Executive Director	\$25,000	\$26,911	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Seneca Museum Of Waterways And Industry	NY	\$200,967	Executive Director	\$58,458	\$55,090	2024
R E Olds Transportation Museum	MI	\$241,806	Executive Director	\$60,000	\$66,493	2023
Fort Dodge Historical Foundation	IA	\$200,110	Executive Di	\$48,961	\$57,559	2023
The Hampton History Museum Association	VA	\$242,171	Secretary	\$7,899	\$8,189	2023
Lynden Heritage Foundation	WA	\$242,920	Director	\$55,951	\$52,242	2024
The Texas Red Men Foundation Inc	TX	\$243,278	Executive Director	\$62,433	\$65,131	2024
Constable Hall Association Inc	NY	\$243,851	Executive Di	\$22,880	\$21,562	2024
Berlin Airlift Historical Foundation	NJ	\$195,484	Board Chairman And President	\$39,260	\$36,556	2024
Austin History Center Association Inc	TX	\$195,201	Exec Director	\$64,099	\$66,869	2024
Spring Hill Historic Home Inc	OH	\$248,590	Interim Director	\$90	\$103	2023

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 **95** organizations. Compensation range \$103–\$144,138; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$221,096); for reference, expenses \$307,267 and assets \$3,996,602.
ROLE MATCH	Nancy Hale, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this 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	73 rd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	71 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 (Nancy Hale) 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 95 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,083 is reasonable (approximately the 73rd 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.