

Taos Historic Museums Inc

Executive Director / CEO

EIN 850162279

NM · NTEE A540

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Barela, Executive Director / CEO** (\$14,000) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

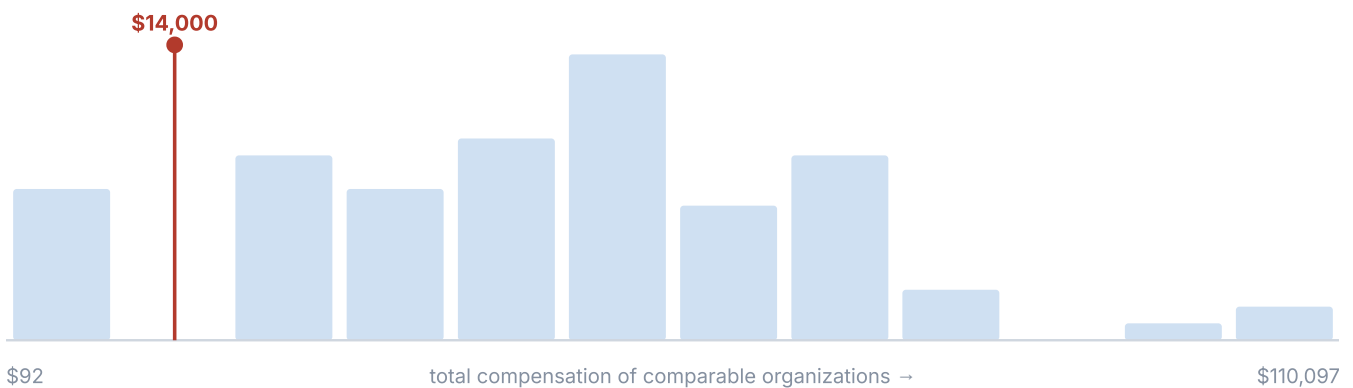
Benchmarked executive: Daniel Barela — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A540).
BUDGET	Total revenue between \$138,294 and \$309,615 — 0.67x to 1.50x the subject's \$206,410 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A54), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,154	\$29,419	\$46,231	\$60,039	\$70,319	\$14,000
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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 NM 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
International Women's Air & Space	OH	\$207,319	Executive Di	\$45,424	\$44,731	2024
Golden Ball Tavern Trust	MA	\$205,085	Exec. Direct	\$131,715	\$110,047	2024
Alamance County Historical Museum Inc	NC	\$209,161	Executive Director	\$52,714	\$50,641	2024
Historic Fallsington Inc	PA	\$202,623	Executive Di	\$55,560	\$51,514	2024
Marietta Museum Of History Inc	GA	\$210,201	Director	\$50,000	\$46,743	2024
Mt Hood Cultural Center And Museum	OR	\$202,350	Director	\$1,638	\$1,456	2023
Minnesota Fishing Museum &	MN	\$210,554	Executive Di	\$44,914	\$42,482	2023
Seneca Museum Of Waterways And Industry	NY	\$200,967	Executive Director	\$58,458	\$49,113	2024
Fort Dodge Historical Foundation	IA	\$200,110	Executive Di	\$48,961	\$51,315	2023
Berlin Airlift Historical Foundation	NJ	\$195,484	Board Chairman And President	\$39,260	\$32,590	2024
Austin History Center Association Inc	TX	\$195,201	Exec Director	\$64,099	\$59,615	2024
Packard Museum Association	OH	\$218,808	Executive Dir	\$61,205	\$60,272	2024
New Americans Museum Inc	CA	\$219,841	Executive Dir.	\$133,200	\$110,097	2023
Society For The Preservation Of The	MI	\$192,803	General Manager	\$36,082	\$34,626	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Black Cowboy Museum	TX	\$192,088	Chief Executive Officer	\$36,000	\$33,481	2024
Historic Georgetown Inc	CO	\$221,096	Executive Di	\$67,083	\$59,806	2024
Spnea Connecticut Inc	MA	\$191,365	President	\$85,871	\$71,744	2024
Old Independence Regional Museum	AR	\$189,731	Museum Director	\$36,040	\$37,665	2024
The Haverstraw African American	NY	\$225,077	Maintenance	\$1,500	\$1,260	2024
St Charles History Museum	IL	\$187,467	Executive Dir.	\$58,000	\$53,015	2024
Dayton International Peace Museum	OH	\$186,358	Executive Di	\$66,650	\$67,573	2023
Museum Assn Of The American Frontier	NE	\$185,679	Executive Director	\$39,000	\$39,000	2024
Millville Army Air Field Museum Inc	NJ	\$185,125	Executive Director	\$51,124	\$43,693	2023
Butler County Historical Society	OH	\$228,610	Executive Dir.	\$40,837	\$40,214	2024
Newcomb Historical Museum	NY	\$230,909	Museum Director	\$52,800	\$45,670	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 **83** organizations. Compensation range \$92–\$110,097; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$206,410); for reference, expenses \$211,820 and assets \$480,648.
ROLE MATCH	Daniel Barela, reported title " <i>TREASURER</i> ", 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	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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	12 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 (Daniel Barela) 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 83 similarly situated organizations (Same NTEE sector (A54), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,000 is reasonable (approximately the 11th 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.