

# Rachel Carson Place Of Wonder Inc

Executive Director / CEO

EIN **870956593**  
 MD · NTEE A56  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Rebecca Henson, Executive Director / CEO** (\$73,333) against the **2000** closest of **3,042** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

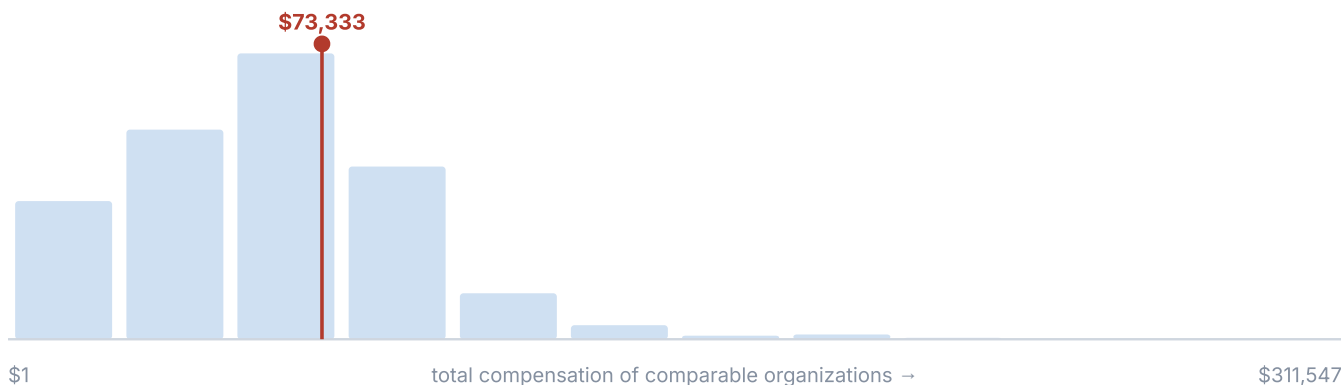
**Benchmarked executive:** Rebecca Henson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A56).
BUDGET	Total revenue between \$274,458 and \$614,460 — 0.67x to 1.50x the subject's \$409,640 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**3,042** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$17,674	\$38,261	\$60,515	\$80,696	\$99,507	<b>\$73,333</b>
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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 MD 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
<a href="#">Pickle Hill Public Broadcasting Inc</a>	AK	\$409,588	General Manager	\$53,000	<b>\$54,199</b>	2024
<a href="#">Splashes Of Hope Inc</a>	NY	\$409,705	Founder/ceo	\$80,000	<b>\$77,323</b>	2024
<a href="#">Playwrights Foundation Inc</a>	CA	\$409,712	Exec Artisti	\$57,051	<b>\$52,694</b>	2024
<a href="#">Idaho State Civic Symphony</a>	ID	\$409,838	Executive Di	\$551	<b>\$627</b>	2024
<a href="#">Center For Exploratory &amp; Perceptual Arts</a>	NY	\$409,364	Former Executive Director	\$46,158	<b>\$45,931</b>	2023
<a href="#">Civic Theatre Of Greater Lafayette</a>	IN	\$409,937	Prod Artisti	\$56,400	<b>\$65,497</b>	2023
<a href="#">Four Way Books Inc</a>	NY	\$410,023	Publisher And Executive Editor	\$83,687	<b>\$83,276</b>	2023
<a href="#">Hamburg Natural History Society Inc</a>	NY	\$409,251	Executive Director	\$65,345	<b>\$63,159</b>	2024
<a href="#">Los Gatos Public Media Inc</a>	CA	\$409,242	Executive Dir.	\$106,704	<b>\$98,554</b>	2024
<a href="#">Hoffman Center</a>	OR	\$409,001	Executive Director	\$75,320	<b>\$77,027</b>	2023
<a href="#">Texas Public Radio Foundation</a>	TX	\$408,979	Interim Pres	\$8,155	<b>\$8,726</b>	2024
<a href="#">Skagit County Historical Society</a>	WA	\$410,330	Executive Director	\$62,353	<b>\$59,712</b>	2024
<a href="#">Vibe Of Portland</a>	OR	\$408,947	Executive Director, Founder, Board President	\$44,700	<b>\$44,401</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Theatrikos Theatre Company</a>	AZ	\$408,875	Executive Dir.	\$60,264	<b>\$63,824</b>	2023
<a href="#">Child Hope International</a>	CA	\$410,405	Executive Director	\$94,738	<b>\$87,502</b>	2024
<a href="#">German Village Society</a>	OH	\$410,500	Executive Di	\$83,333	<b>\$97,196</b>	2023
<a href="#">Milwaukee Preservation Alliance</a>	WI	\$410,530	Executive Dir.	\$50,671	<b>\$58,276</b>	2023
<a href="#">Longmont Public Media</a>	CO	\$410,530	President & Ceo	\$85,643	<b>\$90,434</b>	2023
<a href="#">Solvang Heritage Associates Inc</a>	CA	\$408,728	Former Executive Director	\$98,345	<b>\$93,517</b>	2023
<a href="#">Luminary Arts Corporation</a>	CA	\$410,560	President	\$60,331	<b>\$55,723</b>	2024
<a href="#">California Dance Institute</a>	CA	\$410,669	Director	\$44,180	<b>\$39,754</b>	2025
<a href="#">Creativeone Productions Inc</a>	FL	\$408,596	President	\$66,000	<b>\$68,277</b>	2023
<a href="#">The Coming King Foundation</a>	TX	\$410,943	Executve Director	\$33,857	<b>\$37,296</b>	2023
<a href="#">Michigan Black Expo Inc</a>	MI	\$410,971	President	\$49,918	<b>\$56,739</b>	2023
<a href="#">Greensboro Ballet Inc</a>	NC	\$410,978	Executive Director	\$40,380	<b>\$44,628</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	2000 organizations. Compensation range \$1–\$311,547; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$409,640); for reference, expenses \$131,171 and assets \$332,147. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rebecca Henson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	56 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	65 <sup>th</sup>

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 (Rebecca Henson) 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 2000 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$73,333 is reasonable (approximately the 67<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.