

Camp Ritchie Museum Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Katy Self, Executive Director / CEO** (\$30,330) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Katy Self — reported title "DIRECTOR", 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 (A50).

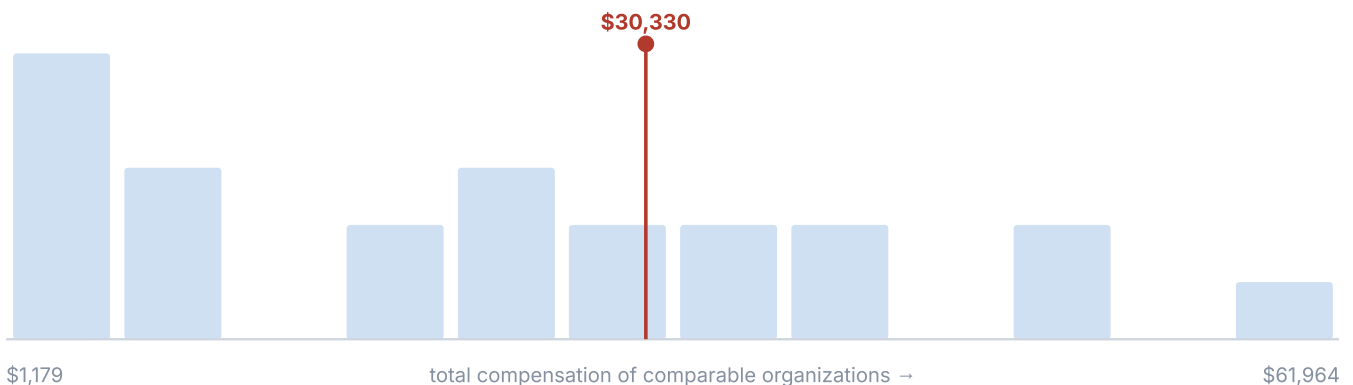
BUDGET Total revenue between \$51,727 and \$115,807 — 0.67x to 1.50x the subject's \$77,205 (the band tightens as size grows).

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

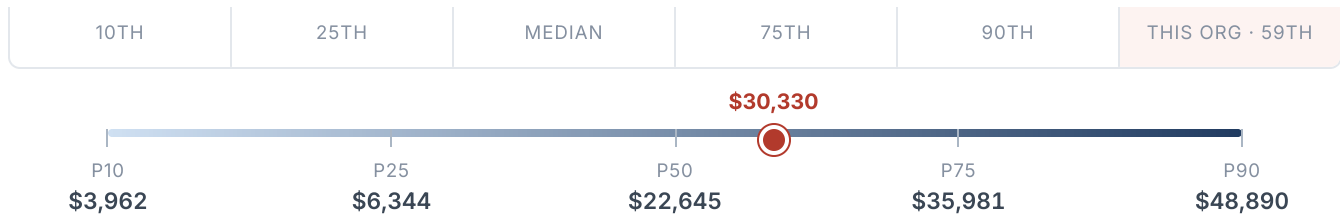
22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,962	\$6,344	\$22,645	\$35,981	\$48,890	\$30,330
---------	---------	----------	----------	----------	----------



■ 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
Cowboy Hall Of Fame Affiliated Fund Of	OK	\$76,727	Secretary	\$25,864	\$31,363	2023
Home Of Sliced Bread Corporation	MO	\$75,168	Secretary	\$5,685	\$6,274	2025
Basketball Museum Of Illinois Inc	IL	\$79,243	Executive Dir.	\$4,000	\$4,206	2024
C Grier Beam Truck Museum	NC	\$73,082	Secretary	\$36,400	\$40,230	2024
Patten Lumbermen's Museum Inc	ME	\$81,354	Secretary/treasurer	\$31,905	\$34,172	2024
Pierre Claeysens Veterans Foundation	CA	\$81,667	President	\$22,500	\$20,782	2024
Ukrainian American	MI	\$83,474	Executive Di	\$36,000	\$40,919	2023
Missouri Veterinary Medical	MO	\$70,046	Executive Di	\$3,473	\$3,935	2024
The National Museum Of The	PA	\$85,055	Curator & Mu	\$8,875	\$9,746	2023
El Paso Holocaust Museum Foundation	TX	\$86,514	Museum Exec Dir	\$2,227	\$2,453	2023
Stanley Museum Inc	ME	\$67,395	Executive Director	\$15,683	\$17,293	2023
Western Maine Play Museum	ME	\$88,376	Executive Di	\$22,077	\$23,646	2024
Moclips By The Sea Historical Society	WA	\$88,622	Director/curator	\$4,500	\$4,309	2024
Interior And Arctic Alaska Aeronautical Foundation	AK	\$65,366	Operations Director	\$29,959	\$30,637	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Koshare Indian Museum Inc	CO	\$89,322	Manger	\$50,000	\$51,282	2024
Louholtz Upper Ohio Valley Hall Of	OH	\$60,276	Board Member	\$45,100	\$49,776	2025
Mcduffie Museum Inc	GA	\$58,877	Treasurer	\$1,065	\$1,179	2023
Stoney Hill Foundation Inc	PA	\$58,777	Assistant Executive Director	\$59,628	\$61,964	2025
Oliver Hazard Perry Shipyard	PA	\$58,200	Executive Director/ceo/pre	\$20,630	\$22,005	2024
Stuart Heritage Inc	FL	\$96,465	Recording Se	\$6,336	\$6,555	2023
Akin Hall Association	NY	\$103,447	Curator	\$23,400	\$23,285	2023
Nebraska Firefighters Foundation	NE	\$104,208	Executive Director	\$31,800	\$36,584	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.

● Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$1,179–\$61,964; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$77,205); for reference, expenses \$111,488 and assets \$585,190. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Katy Self, reported title " <i>DIRECTOR</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.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	50 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 (Katy Self) 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 22 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,330 is reasonable (approximately the 59th 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.