

Skagit County Historical Society

Executive Director / CEO

EIN 916032409
 WA · NTEE A82Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Jo Wolfe, Executive Director / CEO** (\$62,353) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

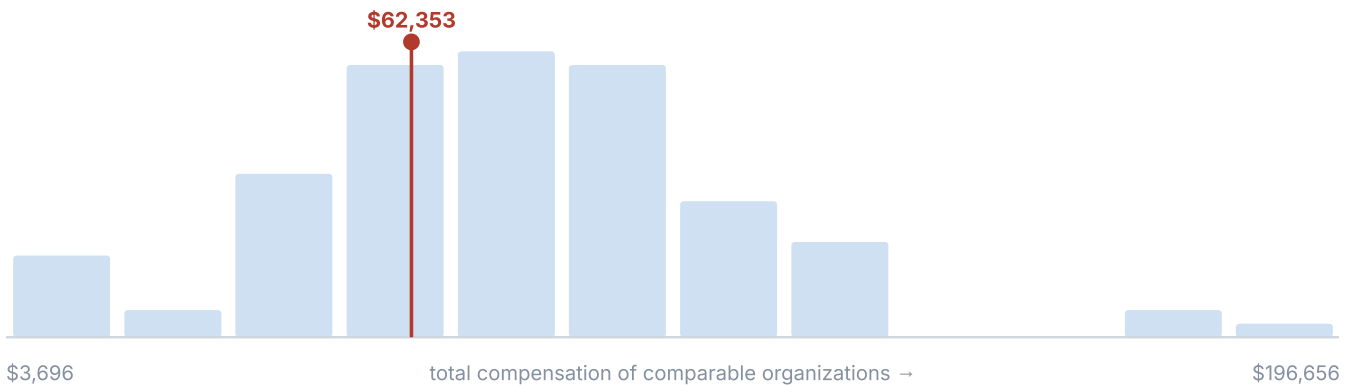
Benchmarked executive: Jo Wolfe — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A82Z).
BUDGET	Total revenue between \$274,921 and \$615,495 — 0.67x to 1.50x the subject's \$410,330 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,709	\$58,052	\$75,120	\$97,653	\$115,066	\$62,353
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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 WA 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
Hamburg Natural History Society Inc	NY	\$409,251	Executive Director	\$65,345	\$65,952	2024
Solvang Heritage Associates Inc	CA	\$408,728	Former Executive Director	\$98,345	\$97,653	2023
Costume Society Of America Inc	GA	\$406,052	Executive Director	\$62,219	\$69,876	2024
Suffolk County Historical Society	NY	\$416,792	Executive Director	\$95,567	\$99,304	2023
Laporte County Historical Steam	IN	\$416,851	General Mana	\$87,208	\$102,720	2024
Ninth Judicial Circuit Historical	CA	\$416,854	Executive Dir.	\$119,304	\$115,066	2024
Little Compton Historical Society Inc	RI	\$401,753	Executive Director	\$87,405	\$96,377	2023
Oldham County Historical Society Inc	KY	\$419,260	Executive Director	\$62,600	\$75,120	2024
Goodhue County Historical	MN	\$419,837	Executive Director	\$63,357	\$69,924	2024
Historic Madison Inc	IN	\$419,926	President/ E	\$5,524	\$6,507	2024
Historical Society Of	NY	\$398,815	Executive Dir.	\$59,039	\$58,052	2025
Bartholomew County Historical Society	IN	\$422,075	Executive Director	\$68,664	\$80,878	2024
Washington County Historical Society	OR	\$397,757	Co-director	\$80,923	\$83,937	2024
Gilpin County Historical Society	CO	\$396,148	Executive Director	\$46,452	\$49,750	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Delaware River Mill Society	NJ	\$395,448	Executive Di	\$78,577	\$80,675	2023
Hanover Tavern Foundation	VA	\$395,039	Executive Director	\$114,000	\$122,943	2024
Ephraim Historical Foundation Inc	WI	\$387,051	Executive Director	\$61,208	\$71,398	2024
Cumberland County Historical Society	NJ	\$386,672	Treasurer	\$3,600	\$3,696	2023
Maryland & Pennsylvania Railroad Preservation Society	PA	\$386,454	Treasurer	\$5,150	\$5,736	2024
Woodstock History Center Inc	VT	\$382,213	Executive Director	\$72,950	\$82,012	2024
Museum Of The American Railroad	TX	\$438,959	Ceo	\$88,480	\$101,777	2023
Preservation Mass	MA	\$381,477	President	\$68,438	\$70,719	2023
Columbus Landmarks Foundation	OH	\$380,250	Ceo	\$73,500	\$86,951	2024
Wyoming Historical & Geological Society	PA	\$377,257	Executive Director	\$50,385	\$57,779	2023
Delaware County Historical Association	NY	\$376,471	Executive Dir.	\$48,845	\$50,755	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	101 organizations. Compensation range \$3,696–\$196,656; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$410,330); for reference, expenses \$449,266 and assets \$1,224,053.
ROLE MATCH	Jo Wolfe, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	31 st
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	27 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 (Jo Wolfe) 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 101 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,353 is reasonable (approximately the 31st 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.