

Umatilla County Historical Society

Executive Director / CEO

EIN 936094816
 OR · NTEE A82Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shannon Gruenhagen, Executive Director / CEO** (\$37,867) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

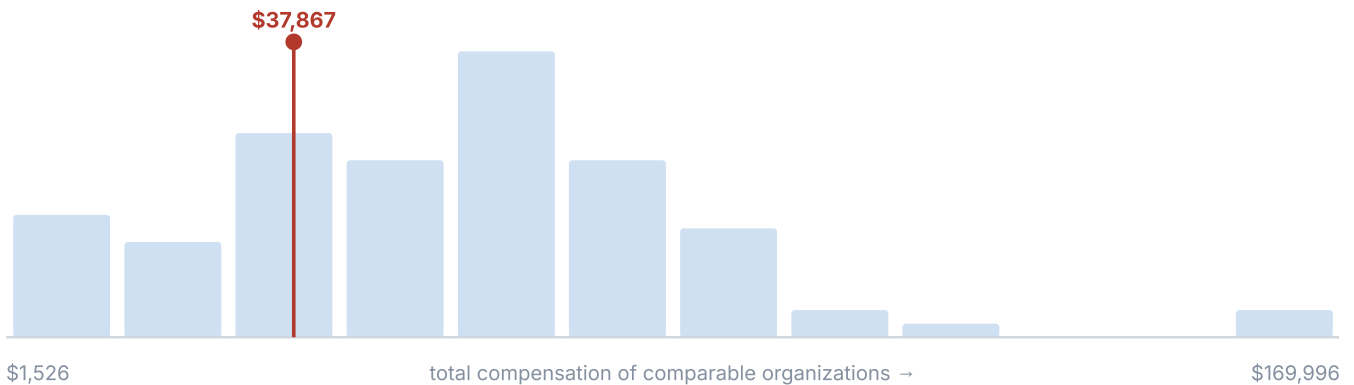
Benchmarked executive: Shannon Gruenhagen — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A82Z).
BUDGET	Total revenue between \$176,325 and \$394,758 — 0.67x to 1.50x the subject's \$263,172 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A82), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,594	\$39,473	\$57,815	\$74,254	\$93,490	\$37,867
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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 OR 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
120 East State	NJ	\$259,821	Project Leader	\$97,240	\$93,490	2024
Nittany Antique Machinery Association	PA	\$268,569	Secretary	\$2,400	\$2,577	2024
Rocky Mount Historical Association	TN	\$256,386	Executive Director	\$69,271	\$80,723	2023
Mount Gulian Society	NY	\$256,383	Executive Di	\$97,804	\$97,979	2023
Furnace Town Foundation Inc	MD	\$256,119	Executive Di	\$59,289	\$59,688	2024
Leelanau Historical Society	MI	\$270,796	Executive Dir.	\$37,577	\$42,999	2023
Rangeley Lakes Region Historical Society	ME	\$254,765	Executive Director	\$85,828	\$92,546	2024
American Society Of Church History	MN	\$274,036	Executive Se	\$25,000	\$27,386	2023
Rock River Heritage Inc	WI	\$274,514	Exc Director	\$60,064	\$67,548	2024
Corning Painted Post Historical Society	NY	\$274,718	Director	\$43,810	\$42,629	2024
Friends Of Clermont Inc	NY	\$250,561	Executive Di	\$3,432	\$3,340	2024
Lakewood Historical Society	OH	\$249,834	Executive Di	\$67,600	\$75,113	2025
Lombard Historical Society	IL	\$248,983	Costanzo	\$53,045	\$57,815	2023
Chenango County Historical Society	NY	\$277,540	Executive Director	\$60,152	\$58,531	2024
Crested Butte Mountain Heritage	CO	\$278,634	Executive Di	\$52,845	\$53,158	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Des Moines Historical Society	IA	\$247,603	Executive Di	\$52,986	\$62,473	2024
Schoharie County Historical Society	NY	\$245,308	Curator	\$64,789	\$63,043	2024
Colonial Pennsylvania Farmstead	PA	\$244,925	Vice President	\$1,841	\$2,035	2023
Historic Cherry Hill	NY	\$282,305	Exec Director	\$50,602	\$49,238	2024
Anoka County Historical Society	MN	\$283,591	Executive Di	\$73,458	\$78,161	2024
Lelooska Foundation	WA	\$241,645	President	\$12,253	\$11,813	2024
Waseca County Historical Society	MN	\$285,423	Executive Dir.	\$34,024	\$37,272	2023
Lake Jackson Historical Association	TX	\$286,570	Executive Dir.	\$55,623	\$59,915	2024
Sherborn Community Center Foundation Inc	MA	\$286,631	Function And Operations Manager	\$30,000	\$28,282	2025
Crawford County Historical Society	PA	\$239,650	Executive Director	\$35,907	\$39,698	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **91** organizations. Compensation range \$1,526–\$169,996; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$263,172); for reference, expenses \$415,650 and assets \$2,531,547. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Shannon Gruenhagen, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	23 rd
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	22 nd

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 (Shannon Gruenhagen) 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 91 similarly situated organizations (Same NTEE sector (A82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,867 is reasonable (approximately the 23rd 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.