

Early Ford V-8 Foundation Inc

Executive Director / CEO

EIN 943152163

IN · NTEE A80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Josh Conrad, Executive Director / CEO** (\$78,040) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

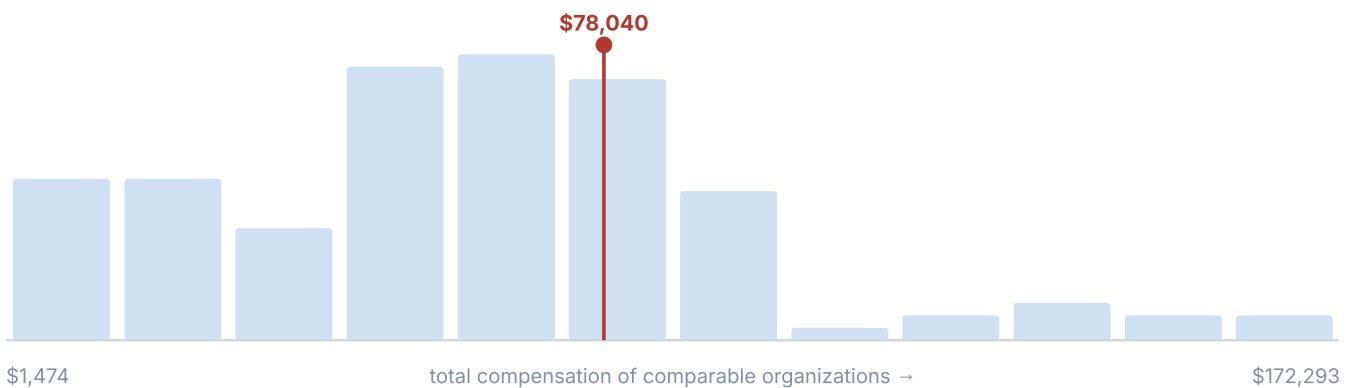
SECTOR Organizations sharing the subject's NTEE classification (A80).

BUDGET Total revenue between \$308,223 and \$690,052 — 0.67x to 1.50x the subject's \$460,035 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,622	\$36,640	\$60,977	\$76,677	\$93,099	\$78,040
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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 IN 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
Florida Agricultural Museum Inc	FL	\$457,704	Executive Dir.	\$56,000	\$49,886	2023
The L'enfant Trust	DC	\$463,048	President And Secretary	\$135,200	\$109,276	2024
Philadelphia Holocaust Remembrance	PA	\$456,529	Executive Director	\$172,849	\$163,453	2023
Nototomne Cultural Preservation	CA	\$453,691	President	\$26,000	\$20,679	2024
The Jewish History Museum	AZ	\$467,662	Executive Di	\$108,179	\$98,656	2023
Getty House Foundation	CA	\$451,733	Executive Director	\$61,780	\$49,136	2024
Illinois Route 66 Heritage Project	IL	\$468,696	Executive Di	\$76,320	\$69,108	2024
Artist-blacksmiths Association Of North America Inc	PA	\$469,380	Executive Dir.	\$50,000	\$45,926	2024
Burlington Riverfront Entertainment	IA	\$470,557	Executive Di	\$25,737	\$25,956	2024
Information Age Learning Center	NJ	\$448,553	Ceo	\$34,452	\$28,332	2024
Florida Keys History And Discovery	FL	\$475,636	Executive Director	\$85,833	\$76,462	2023
Saratoga Springs	NY	\$477,476	Chief Executive Officer	\$11,723	\$9,757	2024
International Society Daughters Of Utah Pioneers	UT	\$478,823	Treasurer	\$4,500	\$4,242	2024
Dunwoody Preservation Trust Inc	GA	\$478,948	Executive Director	\$50,000	\$47,673	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of The Chennault Aviation &	LA	\$440,956	Director	\$43,680	\$45,609	2023
Honor And Remember Inc	VA	\$436,643	Chairman	\$87,000	\$79,656	2023
Friends Of Moorefields	NC	\$436,170	Executive Director	\$7,000	\$6,662	2024
Civil War Trails Inc	VA	\$493,204	Executive Director	\$88,192	\$78,431	2024
Washington County Historical	PA	\$426,056	Executive Di	\$45,169	\$41,488	2024
The Adam Leventhal Memorial School And	CA	\$422,992	Executive Director	\$64,780	\$53,044	2023
North-south Skirmish Association Inc	VA	\$419,866	Property Manager	\$60,991	\$55,843	2023
Theodore Roosevelt Association	NY	\$418,767	Ceo	\$66,000	\$54,931	2024
Uncommon Friends Foundation Inc	FL	\$414,906	Executive Director	\$80,000	\$69,221	2024
Gig Harbor Waterfront Alliance	WA	\$413,983	Executive Director	\$73,944	\$60,977	2024
Historic Downtown Chelan Association	WA	\$413,780	Executive Dir.	\$95,250	\$78,546	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 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 IN 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 123 organizations. Compensation range \$1,474–\$172,293; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$460,035); for reference, expenses \$611,086 and assets \$8,020,833.
ROLE MATCH	Josh Conrad, reported title " <i>SECRETARY</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	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	77 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	74 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 (Josh Conrad) 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 123 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,040 is reasonable (approximately the 77th 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.