

Model T Ford Club Of America

Executive Director / CEO

EIN 952467053

IN · NTEE A80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rachel Hughes, Executive Director / CEO** (\$62,800) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

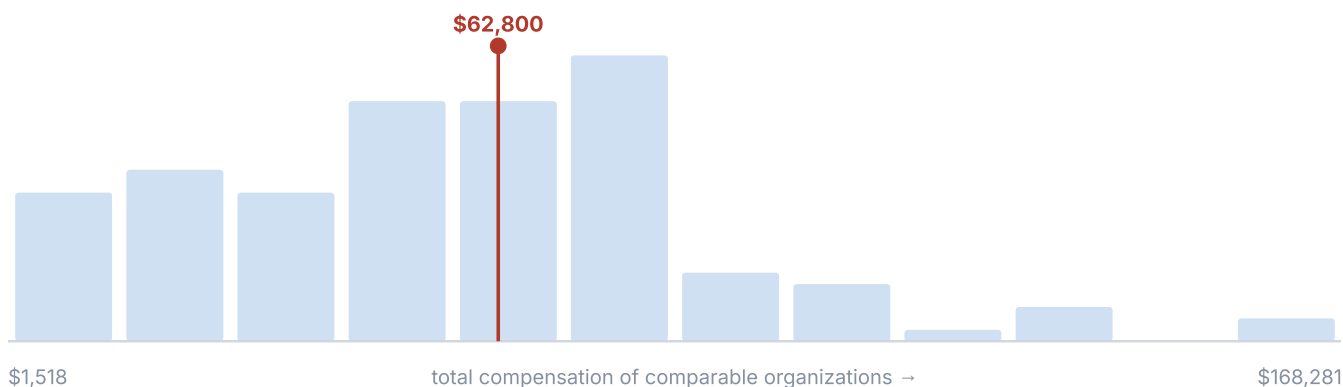
Benchmarked executive: Rachel Hughes — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A80).
BUDGET	Total revenue between \$259,547 and \$581,077 — 0.67x to 1.50x the subject's \$387,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A80), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,362	\$35,447	\$57,493	\$77,089	\$95,739	\$62,800
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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
Heart Of The Civil War Heritage Area Inc	MD	\$385,446	Executive Director	\$86,959	\$77,092	2024
Blackpastorg	WA	\$385,282	Executive Director	\$70,000	\$61,185	2023
El Campanil Theatre Preservation	CA	\$391,222	Executive Dir.	\$68,846	\$56,373	2024
Carousel Of Happiness Inc	CO	\$392,609	Executive Director	\$64,942	\$59,050	2024
Historic Homestake Opera House	SD	\$392,649	Executive Di	\$33,288	\$34,837	2024
Patriotic Productions Inc	NE	\$380,942	President	\$75,000	\$78,752	2023
Presque Isle Light Station	PA	\$379,832	Executive Director	\$62,500	\$60,848	2023
Assoc For Preservation Of Historic	LA	\$395,264	Treasurer	\$3,050	\$3,185	2024
Historic Riverside Cemetery	GA	\$378,369	President	\$85,605	\$79,517	2025
Oregon Black Pioneers Corporation	OR	\$376,648	Executive Director	\$67,708	\$61,386	2023
Historic Fourth Ward School Foundation	NV	\$400,141	Executive Director	\$73,987	\$70,326	2024
The Sandy Hook Foundation Inc	NJ	\$401,760	Executive Di	\$113,000	\$95,671	2024
The Finca Vigia Foundation Inc	MA	\$368,460	Executive Director	\$156,037	\$132,963	2024
The Plano Conservancy For Historic Preservation I	TX	\$365,451	Executive Director	\$58,516	\$54,075	2025
Milwaukee Preservation Alliance	WI	\$410,530	Executive Dir.	\$50,671	\$51,664	2023
Great Basin Heritage Area	NV	\$413,585	Executive Di	\$103,086	\$100,879	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Historic Downtown Chelan Association	WA	\$413,780	Executive Dir.	\$95,250	\$80,866	2024
Gig Harbor Waterfront Alliance	WA	\$413,983	Executive Director	\$73,944	\$62,778	2024
Minnesota Masonic Historic Buildings	MN	\$360,487	Ceo - Charities	\$32,555	\$30,504	2024
Uncommon Friends Foundation Inc	FL	\$414,906	Executive Director	\$80,000	\$71,266	2024
Hulls Angels Inc	VA	\$359,458	Executive Director	\$29,743	\$27,232	2024
Theodore Roosevelt Association	NY	\$418,767	Ceo	\$66,000	\$56,554	2024
North-south Skirmish Association Inc	VA	\$419,866	Property Manager	\$60,991	\$57,493	2023
Lumber Heritage Region Of Pa Inc	PA	\$354,189	Executive Director	\$61,277	\$57,946	2024
The Adam Leventhal Memorial School And	CA	\$422,992	Executive Director	\$64,780	\$54,610	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 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 125 organizations. Compensation range \$1,518–\$168,281; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$387,385); for reference, expenses \$356,867 and assets \$1,689,373.

ROLE MATCH	Rachel Hughes, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	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	60 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	57 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 (Rachel Hughes) 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 125 similarly situated organizations (Same NTEE sector (A80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,800 is reasonable (approximately the 60th 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.