

This analysis benchmarks the total compensation of **Michael M Matesic, Executive Director / CEO** (\$208,810) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99th** percentile of comparable organizations above the 90th percentile — board review recommended

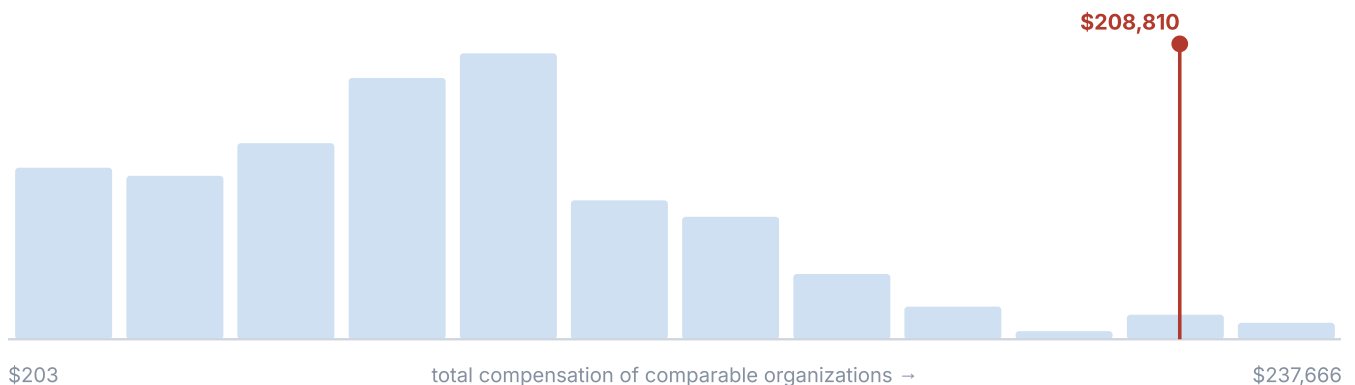
Benchmarked executive: Michael M Matesic — reported title “DIRECTOR & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$237,008 and \$530,616 — 0.67x to 1.50x the subject's \$353,744 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

182 organizations qualified on sector, size, and geography → **182** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,814	\$43,418	\$76,587	\$102,649	\$138,414	\$208,810
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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 PA 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
Amplify Equity Inc	NY	\$354,839	Executive Director	\$84,483	\$74,356	2024
Main Street Winter Haven Inc	FL	\$352,397	President	\$70,063	\$64,108	2024
Folsom Community Development Corporation	CA	\$352,017	Ceo/president	\$115,040	\$99,613	2023
Boulder Chamber Foundation	CO	\$351,613	President & Ceo	\$18,609	\$17,893	2023
Monroe County Illinois Economic	IL	\$350,348	Executive Dir.	\$69,879	\$66,913	2024
Laredo Motor Carriers Association	TX	\$359,339	President	\$70,000	\$70,216	2023
Eastern Plains Economic Development	MT	\$360,223	Executive Di	\$49,834	\$52,321	2024
Merchant Row Association Corporation	DC	\$346,049	Former Executive Director	\$32,308	\$27,614	2024
Rutland Makers Inc	VT	\$362,903	Executive Di	\$79,423	\$77,863	2024
Strawberry Mansion Community Development Corporation	PA	\$344,040	Executive Director	\$75,000	\$78,075	2022
Advance Minnesota	MN	\$343,750	Board Member	\$38,500	\$37,053	2024
DeKalb County Economic Development	IN	\$342,757	President/ce	\$93,947	\$96,498	2024
Teamcalifornia Economic Development Corp	CA	\$366,573	Ceo	\$119,477	\$103,455	2023
Wakarusa Valley Development Inc	KS	\$366,709	Executive Di	\$187,715	\$197,523	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mcdevco Inc	WI	\$367,541	Executive Director	\$113,760	\$115,718	2024
The Florida Council Of 100	FL	\$337,750	President	\$50,964	\$46,632	2024
Main Street Wooster Inc	OH	\$337,375	Executive Director	\$85,321	\$88,019	2024
2523 Market Corp	OH	\$370,154	Former Exec	\$1,260	\$1,300	2024
Enterprise Futures	CA	\$371,118	Executive Director And President	\$157,597	\$132,548	2024
Davie County Economic Development Commission Inc	NC	\$371,126	President	\$136,561	\$141,495	2023
Ohio Energy & Advanced Manufacturing	OH	\$335,964	President	\$6,000	\$6,190	2024
Ogunquit Chamber Of Commerce	ME	\$335,876	Executive Di	\$90,500	\$88,266	2024
Wyoming County Business Assistance	NY	\$334,541	President/ceo	\$17,402	\$15,769	2023
The Maryland Heights Convention & Visitors Bureau	MO	\$334,098	Executive Director	\$115,915	\$123,112	2023
Adams County Development Council	WA	\$334,069	Executive Director	\$136,341	\$122,406	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **182** organizations. Compensation range \$203–\$237,666; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$353,744); for reference, expenses \$708,975 and assets \$1,699,934. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael M Matesic, reported title " <i>DIRECTOR & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	99 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	94 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 (Michael M Matesic) 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 182 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$208,810 is reasonable (approximately the 99th 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.