

The Blacksburg Partnership

Executive Director / CEO

EIN 043765864

VA · NTEE S30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ann Cassell, Executive Director / CEO** (\$110,738) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Ann Cassell — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30).

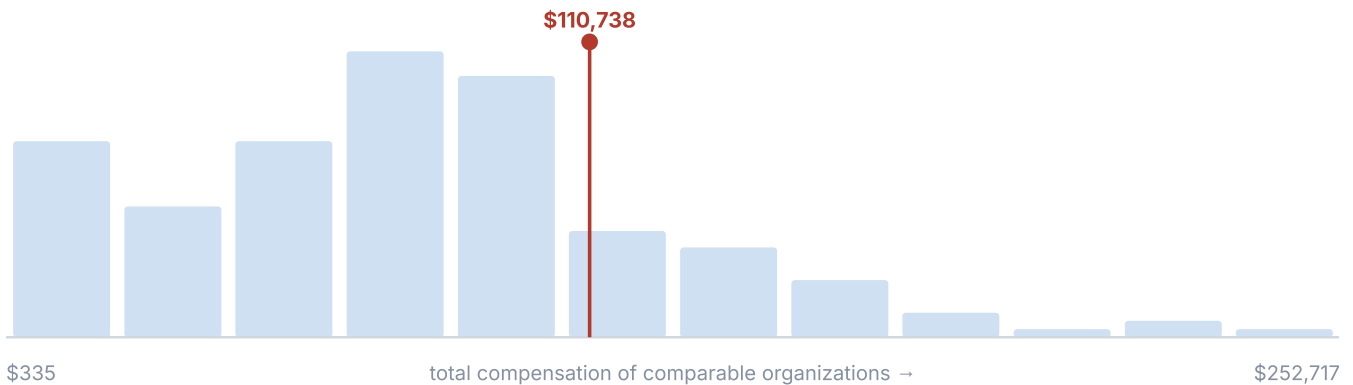
BUDGET Total revenue between \$206,826 and \$463,044 — 0.67x to 1.50x the subject's \$308,696 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography

→ **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,105	\$44,948	\$76,198	\$102,624	\$135,951	\$110,738
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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 VA 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
The Design Platform	LA	\$307,980	Secretary	\$186,153	\$218,565	2023
Virginia Black Chamber Of Commerce Foundation	VA	\$307,711	President	\$105,883	\$109,010	2023
South Central Dakota Regional Council	ND	\$307,001	Executive Director	\$102,661	\$116,681	2024
Chris White Community Development Corporation	DE	\$310,665	Director	\$2,604	\$2,641	2024
Richardson Center Corporation	NY	\$311,633	President	\$164,168	\$158,179	2023
Kanaka Economic Development Alliance	HI	\$305,646	Executive Director	\$72,193	\$68,918	2023
The Downtown Northampton Association Inc	MA	\$305,416	Executive Director	\$51,000	\$47,465	2024
South Charleston Convention & Village	WV	\$304,135	Executive Di	\$53,560	\$60,061	2024
Village	MO	\$313,544	Founder	\$90,000	\$98,725	2024
Challenge Detroit	MI	\$314,019	Executive Director And C.o.o.	\$96,000	\$102,624	2024
The Foundation For Community Betterment	VA	\$302,924	Executive Director	\$44,710	\$46,031	2023
High Plains Community	NM	\$315,306	Manager	\$43,325	\$47,017	2025
Spokane Independent Metro	WA	\$315,469	Executive Director	\$82,176	\$76,198	2024
Market Project Inc	DC	\$301,703	Executive Director	\$47,168	\$42,868	2024
Conifer Area Chamber Of Commerce	CO	\$316,512	Executive Dir.	\$58,000	\$56,115	2025
Dickinson County Economic	KS	\$300,644	Executive Di	\$98,410	\$110,110	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harrisburg Economic Development	SD	\$317,410	Executive Director	\$61,215	\$72,037	2023
Taylorville Main Street Inc	IL	\$299,108	Executive Director	\$9,000	\$9,164	2024
Roosevelt Row Community Development Corporation	AZ	\$318,652	Executive Director Until 3/21/24	\$40,135	\$39,976	2024
Progress Lakeshore Inc	WI	\$298,559	Executive Director	\$78,528	\$84,938	2024
Warren County Local Economic	IN	\$318,950	Former Execu	\$90,908	\$102,221	2023
Sullivan County Land Bank	NY	\$319,120	Chair	\$10,602	\$10,215	2023
World Trade Center Utah Foundation	UT	\$319,722	Ceo	\$13,093	\$14,289	2023
Benton Economic Partnership Inc	MN	\$297,127	Executive Dir.	\$134,525	\$137,669	2024
Fox Oakland Theater Inc	CA	\$293,046	President	\$138,422	\$127,450	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	169 organizations. Compensation range \$335–\$252,717; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$308,696); for reference, expenses \$320,160 and assets \$191,493.
ROLE MATCH	Ann Cassell, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 19 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	82 nd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	73 rd

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 (Ann Cassell) 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 169 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,738 is reasonable (approximately the 82nd 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.