

# Progress Lakeshore Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Jamie Zastrow, Executive Director / CEO** (\$78,528) against **every comparable organization** that fit the selection criteria — **159** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

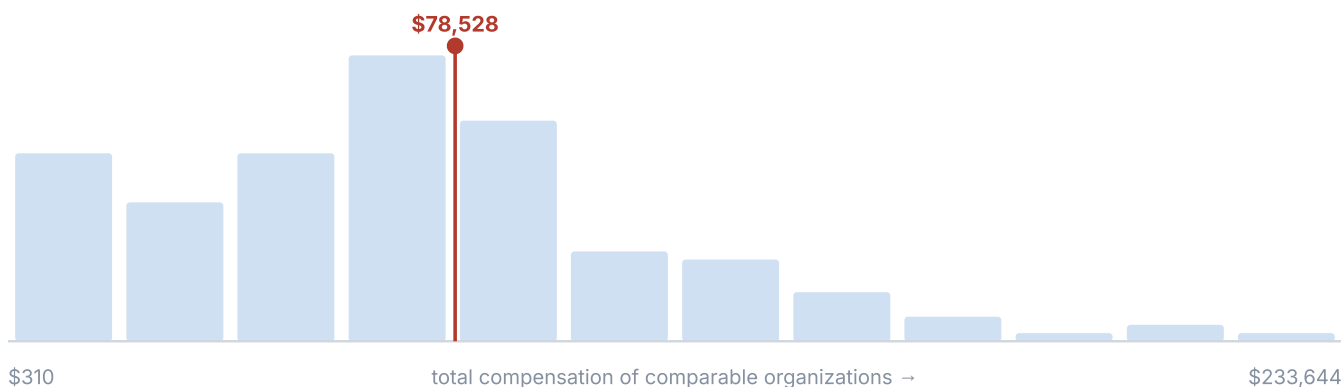
**Benchmarked executive:** Jamie Zastrow — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

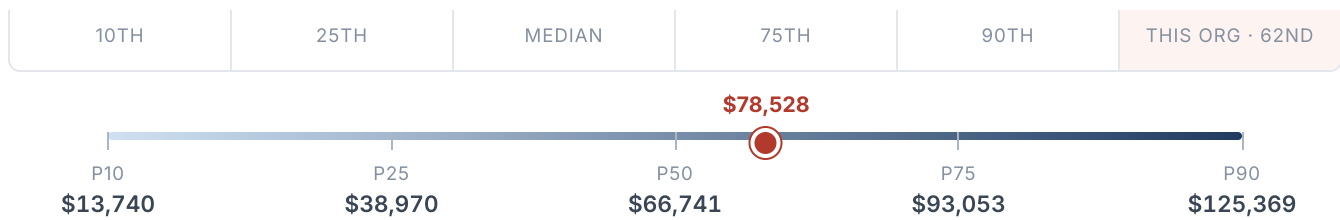
SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$200,034 and \$447,838 — 0.67x to 1.50x the subject's \$298,559 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**159** organizations qualified on sector, size, and geography → **159** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,740	\$38,970	\$66,741	\$93,053	\$125,369	\$78,528
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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 WI 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
<a href="#">Taylorville Main Street Inc</a>	IL	\$299,108	Executive Director	\$9,000	<b>\$8,472</b>	2024
<a href="#">Benton Economic Partnership Inc</a>	MN	\$297,127	Executive Dir.	\$134,525	<b>\$127,279</b>	2024
<a href="#">Dickinson County Economic</a>	KS	\$300,644	Executive Di	\$98,410	<b>\$101,800</b>	2024
<a href="#">Market Project Inc</a>	DC	\$301,703	Executive Director	\$47,168	<b>\$39,633</b>	2024
<a href="#">The Foundation For Community Betterment</a>	VA	\$302,924	Executive Director	\$44,710	<b>\$42,557</b>	2023
<a href="#">Fox Oakland Theater Inc</a>	CA	\$293,046	President	\$138,422	<b>\$117,831</b>	2023
<a href="#">South Charleston Convention &amp;</a>	WV	\$304,135	Executive Di	\$53,560	<b>\$55,528</b>	2024
<a href="#">The Downtown Northampton Association Inc</a>	MA	\$305,416	Executive Director	\$51,000	<b>\$43,883</b>	2024
<a href="#">Kanaka Economic Development Alliance</a>	HI	\$305,646	Executive Director	\$72,193	<b>\$63,717</b>	2023
<a href="#">All Together Now Pennsylvania Inc</a>	PA	\$290,911	Co-director	\$32,500	<b>\$31,033</b>	2024
<a href="#">South Central Dakota Regional Council</a>	ND	\$307,001	Executive Director	\$102,661	<b>\$107,875</b>	2024
<a href="#">Virginia Black Chamber Of Commerce Foundation</a>	VA	\$307,711	President	\$105,883	<b>\$100,783</b>	2023
<a href="#">Ellensburg Downtown Association</a>	WA	\$289,361	Executive Director	\$75,405	<b>\$64,643</b>	2024
<a href="#">The Design Platform</a>	LA	\$307,980	Secretary	\$186,153	<b>\$202,069</b>	2023
<a href="#">The Blacksburg Partnership</a>	VA	\$308,696	President	\$110,738	<b>\$102,380</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Adac Inc</a>	IN	\$287,218	Executive Di	\$41,154	<b>\$41,556</b>	2024
<a href="#">Chris White Community Development Corporation</a>	DE	\$310,665	Director	\$2,604	<b>\$2,441</b>	2024
<a href="#">Richardson Center Corporation</a>	NY	\$311,633	President	\$164,168	<b>\$146,241</b>	2023
<a href="#">The Creative Coast Inc</a>	GA	\$284,241	Executive Director (April-present)	\$51,326	<b>\$49,415</b>	2024
<a href="#">Intown Concord</a>	NH	\$284,189	Executive Di	\$75,487	<b>\$66,741</b>	2024
<a href="#">Village</a>	MO	\$313,544	Founder	\$90,000	<b>\$91,275</b>	2024
<a href="#">Challenge Detroit</a>	MI	\$314,019	Executive Director And C.o.o.	\$96,000	<b>\$94,879</b>	2024
<a href="#">High Plains Community</a>	NM	\$315,306	Manager	\$43,325	<b>\$43,469</b>	2025
<a href="#">Spokane Independent Metro</a>	WA	\$315,469	Executive Director	\$82,176	<b>\$70,447</b>	2024
<a href="#">Elizabeth Avenue Partnership Inc</a>	NJ	\$281,262	Executive Director	\$95,240	<b>\$83,827</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 159 organizations. Compensation range \$310–\$233,644; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$298,559); for reference, expenses \$351,328 and assets \$279,218.

ROLE MATCH	Jamie Zastrow, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</sup>

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 (Jamie Zastrow) 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 159 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,528 is reasonable (approximately the 62<sup>nd</sup> 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.