

Custer Economic Development

Executive Director / CEO

EIN 200422241
 NE · NTEE S31
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Scotti Ross, Executive Director / CEO** (\$56,500) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

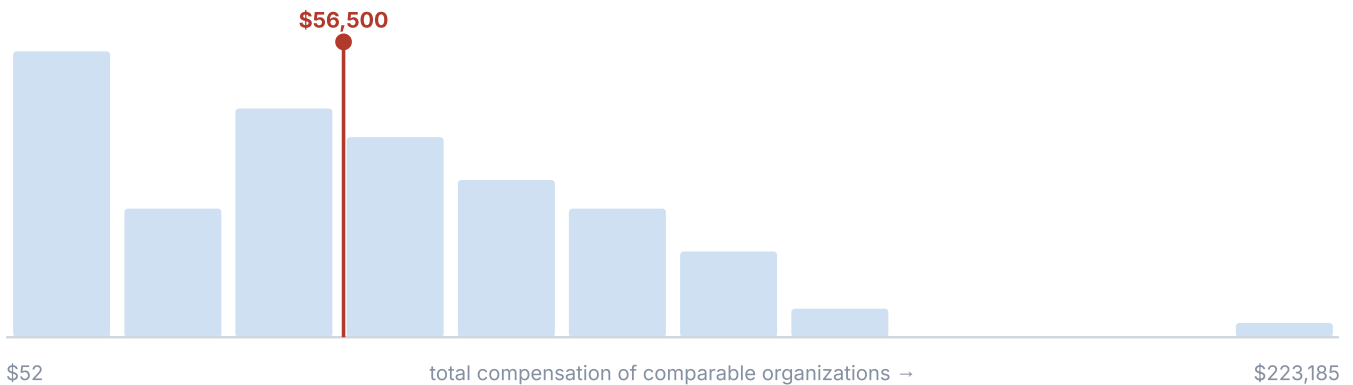
Benchmarked executive: Scotti Ross — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31).
BUDGET	Total revenue between \$178,942 and \$400,617 — 0.67x to 1.50x the subject's \$267,078 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,079	\$23,100	\$54,813	\$82,955	\$110,907	\$56,500
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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 NE 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
Aaa Residential Resources Inc	TN	\$269,539	President And Executive Director	\$50,000	\$48,865	2024
Boc Development Corporation	NY	\$261,928	President	\$34,036	\$29,440	2023
Downtown Eau Claire Inc	WI	\$272,356	Executive Di	\$2,179	\$2,116	2024
Frameworks Community Development	TX	\$272,890	Executive Director	\$125,634	\$116,845	2024
Campaign For A Drug Free Westside	IL	\$260,009	Ceo	\$56,950	\$52,055	2024
Brooks Gives Back Inc	TX	\$274,902	President & Ceo	\$40,675	\$37,829	2024
Lemmon Area Charitable And	SD	\$276,018	Executive Dir.	\$43,200	\$44,328	2024
Community Investment Corporation	IL	\$257,035	President	\$68,779	\$62,868	2024
Cultivala Inc	CA	\$279,547	President	\$43,680	\$36,104	2023
Midtown Elizabeth District Management Corporation Inc	NJ	\$253,742	Executive Director	\$84,904	\$70,480	2024
Plainfield Central Business District Management Co	NJ	\$253,657	Executive Director	\$88,846	\$73,753	2024
Development Chenango Corporation	NY	\$252,762	Executive Director	\$16,323	\$14,119	2023
East Falls Development Corporation	PA	\$251,481	Exec Director	\$77,449	\$71,809	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Louisville Asset Building Coalition Inc	KY	\$283,128	Program Director	\$65,720	\$63,955	2025
South Waterfront Community Relations	OR	\$284,115	Executive Director	\$141,500	\$122,174	2024
Akron Development Corporation	OH	\$284,160	Vice President	\$51,130	\$51,837	2023
City Of Kingston Local Development	NY	\$249,090	Executive Director	\$17,348	\$14,575	2024
Fresno Revitalization Corporation	CA	\$285,903	Exec. Dir./ceo	\$164,353	\$128,549	2025
Natick Center Associates Inc	MA	\$247,738	Executive Di	\$21,875	\$18,276	2024
Aransas County Partnership Edc	TX	\$247,377	President	\$126,000	\$117,185	2024
Northeastern Economic Development Company Of Pa	PA	\$247,257	President And Executive Direc	\$50,000	\$47,728	2023
Foundation For A Sustainable Community	VA	\$246,477	Ceo	\$16,000	\$14,363	2024
Main-dempster Mile	IL	\$245,988	Executive Director	\$75,000	\$68,554	2024
Lakeview Community Partnership	OR	\$288,876	Secretary/treasurer	\$4,438	\$3,832	2024
Stevens County Eic Inc	MN	\$241,904	Executive Di	\$117,188	\$107,661	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	88 organizations. Compensation range \$52–\$223,185; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$267,078); for reference, expenses \$226,407 and assets \$2,075,626.
ROLE MATCH	Scotti Ross, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	51 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	34 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 (Scotti Ross) 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 88 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,500 is reasonable (approximately the 51st 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.