PeerBasis

COMPENSATION COMPARABILITY DETERMINATION

Gibson County Economic Development Corporation

Executive Director / CEO

EIN **205369753**
IN · NTEE S30
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Tami Hack, Executive Director / CEO** ($107,796) against **every comparable organization** that fit the selection criteria — **195** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 72nd percentile of comparable organizations

within the typical range

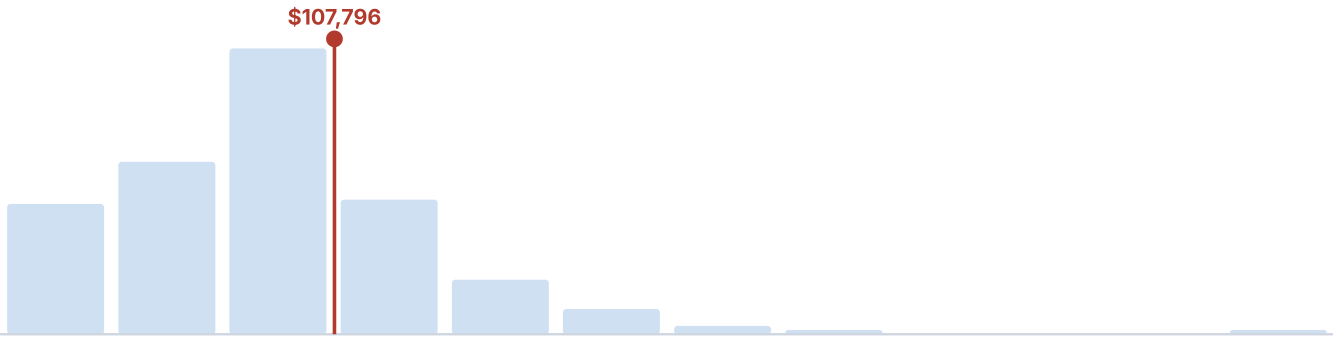
> **Benchmarked executive:** Tami Hack — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between $306,434 and $686,047 — 0.67× to 1.50× the subject's $457,365 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue.

195 organizations qualified on sector, size, and geography → **195** within the band form the benchmarked peer set.

Distribution of comparable compensation



$197 total compensation of comparable organizations → $429,426

$25,574	$55,642	$84,221	$114,533	$144,659	$107,796
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 72ND

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
Identity Clark County	WA	$458,605	Policy And Projects Coordinator	$2,143	**$1,873**	2023
Division Midway Alliance For	OR	$458,798	Executive Dir.	$90,189	**$79,421**	2024
Buffalo Niagara Film Commission Inc	NY	$459,494	President	$110,892	**$95,021**	2024
Economic Development Corporation Of New	CT	$453,860	Administrator	$127,844	**$113,667**	2024
Downtown Management Corporation Of Fort	FL	$453,787	President	$109,750	**$97,768**	2024
Prospera Georgia Llc	GA	$452,756	Ceo/president	$44,863	**$42,775**	2024
Operation Reboot	CA	$452,245	Chief Executive Officer	$169,982	**$143,297**	2023
Las Vegas Employment Project	NV	$451,865	President	$16,195	**$14,997**	2025
Grow Licking County	OH	$451,225	Executive Director	$120,000	**$124,082**	2023
Michigan Economic Developers	MI	$463,953	Executive Di	$117,108	**$118,007**	2023
Xcelerate Women	OR	$450,105	Executive Dir.	$94,938	**$83,603**	2024
Economic Development Corporation	UT	$465,280	Director	$107,039	**$106,953**	2023
Franklin Southampton Economic	VA	$449,138	President	$95,605	**$87,535**	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Civstart Corp	DC	$465,744	Ceo	$96,900	**$83,015**	2023
Delaware County Local Development Corp	NY	$448,417	Executive Direc	$11,295	**$9,678**	2024
Forge Greensboro	NC	$448,207	Executive Director	$46,667	**$47,075**	2023
Industry University Research Center Inc	PR	$467,060	Executive Director	$140,176	**$140,176**	2024
Pennsylvania Route 6 Alliance	PA	$445,943	Executive Director	$59,048	**$55,838**	2024
Laurel District Association	CA	$468,876	Executive Dir.	$52,083	**$42,647**	2024
Just Economics	NC	$441,994	Executive Director	$73,343	**$71,862**	2024
Startup Columbus Inc	GA	$473,042	Executive Dir.	$98,329	**$93,753**	2024
San Saba Economic Development Corp	TX	$441,381	Edc Secretary Treasurer	$60,000	**$56,914**	2024
Economic Forum	NM	$441,102	Executive Di	$130,000	**$136,505**	2023
Sustainable Communities Fund	CA	$474,274	Chief Executive Officer	$269,537	**$220,704**	2024
Built Oregon	OR	$474,305	Director	$15,000	**$13,209**	2024

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	**195** organizations. Compensation range $197–$429,426; filing years 2022–2025.

SIZE BASIS	Matched on total revenue ($457,365); for reference, expenses $513,521 and assets $1,005,477.
ROLE MATCH	Tami Hack, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 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	**72nd**
Total compensation (D + F), as reported (no adjustments)	**65th**
Reportable pay only (column D), adjusted	**75th**
All sources (D + E + F), adjusted	**63rd**

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 (Tami Hack) 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 195 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of $107,796 is reasonable (approximately the 72nd 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.