

# Cass County Visitors Bureau Inc

Executive Director / CEO

EIN 208167201

IN · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anchal Burkett, Executive Director / CEO** (\$50,026) against **every comparable organization** that fit the selection criteria — **467** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

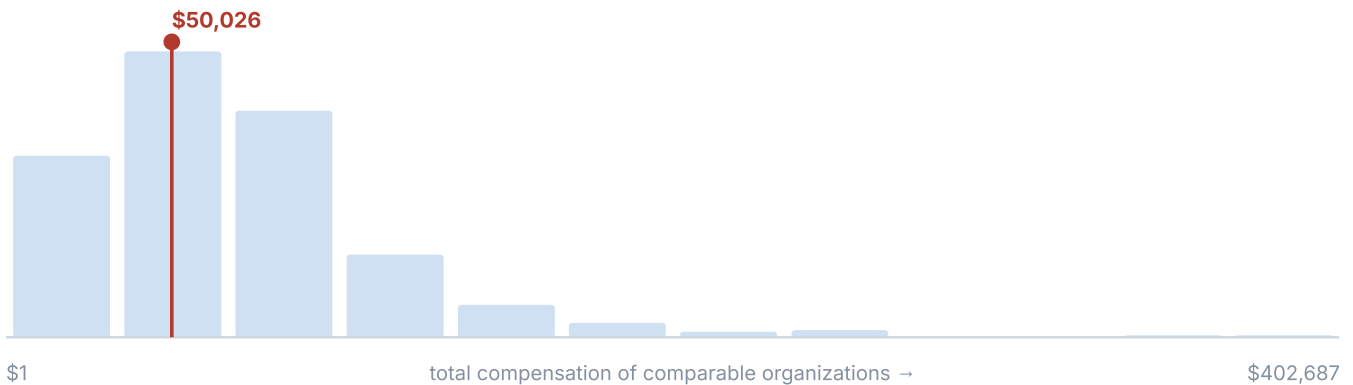
**Benchmarked executive:** Anchal Burkett — reported title “FORMER DIREC”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$155,509 and \$348,154 — 0.67x to 1.50x the subject's \$232,103 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**467** organizations qualified on sector, size, and geography → **467** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,588	\$38,440	\$61,971	\$86,743	\$125,489	\$50,026
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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 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
<a href="#">Maine Grocers &amp; Food Producers</a>	ME	\$232,273	Executive Di	\$101,142	<b>\$96,038</b>	2024
<a href="#">The Texas Cotton Association</a>	TX	\$231,903	Exec Vice Pres	\$63,000	<b>\$59,759</b>	2024
<a href="#">Ccidc Inc</a>	CA	\$232,400	Executive Dir.	\$84,000	<b>\$68,782</b>	2024
<a href="#">Desoto Chamber Of Commerce</a>	TX	\$232,518	Presidentceo	\$60,000	<b>\$58,594</b>	2023
<a href="#">The Minnesota Trappers Association</a>	MN	\$231,567	Magazine Editor	\$4,410	<b>\$4,254</b>	2023
<a href="#">Main Street Altus Inc</a>	OK	\$232,739	Program Director	\$45,041	<b>\$45,818</b>	2025
<a href="#">Algonquin-lake In The Hills Chamber Of Commerce Inc</a>	IL	\$231,049	Executive Director	\$29,077	<b>\$27,908</b>	2023
<a href="#">Advanced Media Workflow Assoc Inc</a>	WA	\$230,684	Executive Director	\$117,000	<b>\$99,331</b>	2024
<a href="#">Secure Water Alliance</a>	CA	\$230,595	Executive Dir.	\$90,000	<b>\$75,871</b>	2023
<a href="#">Ephraim Business Council Ltd</a>	WI	\$234,281	Administrato	\$56,000	<b>\$55,459</b>	2024
<a href="#">Greater Blythewood Chamber Of Commerce</a>	SC	\$229,897	Admin Asst	\$17,058	<b>\$16,440</b>	2025
<a href="#">Superior Chamber Of Commerce</a>	CO	\$234,379	Exec Director	\$61,250	<b>\$55,693</b>	2024
<a href="#">Association Of Aai Professionals</a>	WA	\$234,468	President & Ceo	\$34,728	<b>\$29,484</b>	2024
<a href="#">Metropolitan Memphis Hotel &amp;</a>	TN	\$229,231	President	\$165,000	<b>\$164,465</b>	2024
<a href="#">Mississippi Energy Institute</a>	MS	\$235,000	President, Secretary, & Tr	\$84,000	<b>\$88,715</b>	2024
<a href="#">Main Street Texarkana</a>	TX	\$229,139	Executive Dir.	\$60,320	<b>\$57,217</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hemet San Jacinto Valley Chamber Of</a>	CA	\$235,344	Executive Dir.	\$68,577	<b>\$56,153</b>	2024
<a href="#">Lakeshore Avenue Business Improvement</a>	CA	\$235,378	Co-director	\$14,356	<b>\$11,755</b>	2024
<a href="#">Boulder Area Rental Housing Associa</a>	CO	\$235,863	Executive Di	\$142,521	<b>\$126,249</b>	2025
<a href="#">Airport Gateway Business Association</a>	WI	\$228,260	Executive Dir.	\$105,325	<b>\$104,307</b>	2024
<a href="#">North American Transit Alliance Inc</a>	MD	\$236,250	Executive Director	\$56,013	<b>\$49,658</b>	2024
<a href="#">Orange Chamber Of Commerce</a>	TX	\$227,908	President & Ceo	\$77,218	<b>\$73,246</b>	2024
<a href="#">Development Partner Institute Inc</a>	IL	\$227,747	Executive Di	\$102,073	<b>\$95,158</b>	2024
<a href="#">Foundation For Strategic Sourcing Inc</a>	VA	\$236,820	Executive Dir.	\$46,669	<b>\$43,991</b>	2023
<a href="#">Fine Chocolate Industry Association</a>	WA	\$227,361	Executive Dir.	\$56,667	<b>\$49,531</b>	2023

**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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **467** organizations. Compensation range \$1–\$402,687; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$232,103); for reference, expenses \$194,668 and assets \$304,555.

ROLE MATCH	Anchal Burkett, reported title " <i>FORMER DIREC</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	33 <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 (Anchal Burkett) 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 467 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,026 is reasonable (approximately the 36<sup>th</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.