

Forward Cody Wyoming Inc

Executive Director / CEO

EIN 260237705
 WY · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **James Klessens, Executive Director / CEO** (\$146,875) against **every comparable organization** that fit the selection criteria — **361** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

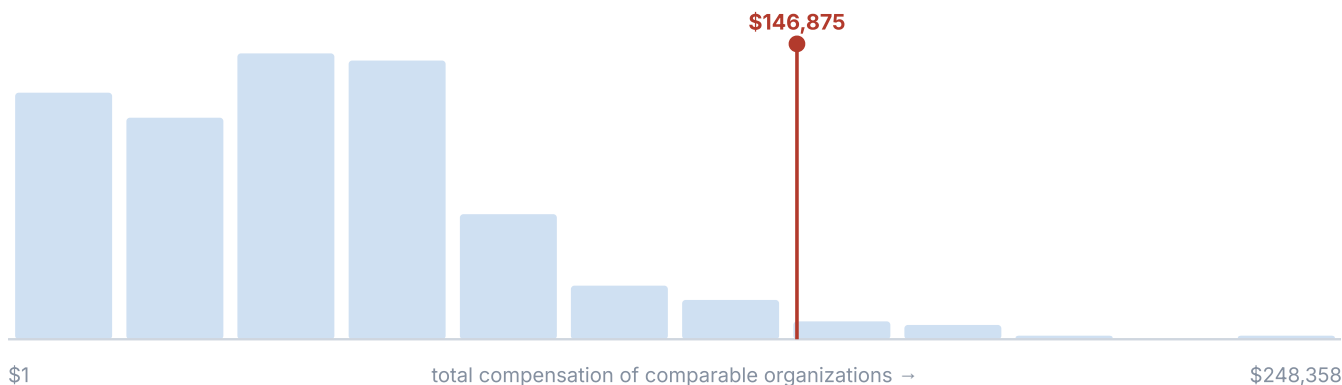
Benchmarked executive: James Klessens — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$125,200 and \$280,299 — 0.67x to 1.50x the subject's \$186,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

361 organizations qualified on sector, size, and geography → **361** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,268	\$30,213	\$54,847	\$75,117	\$104,442	\$146,875
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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 WY 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
North Carolina Association Of Workforce	NC	\$186,968	Executive Director	\$67,733	\$63,673	2025
Twin-training To Work An Industry Niche	NC	\$187,199	President & Executive Director	\$60,550	\$60,152	2023
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$22,534	2024
Consortium For Universal Healthcare	DE	\$188,050	Executive Director	\$102,000	\$93,269	2024
Midlands Business Leadership Group	SC	\$185,522	Executive Di	\$95,677	\$93,213	2024
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$70,987	2023
Medical Toxicology Foundation	AZ	\$185,030	Executive Director/board M	\$39,714	\$35,668	2024
Vienna Business Association	VA	\$189,060	Executive Di	\$80,222	\$70,471	2025
Anderson Area Chamber Of Commerce	OH	\$189,133	Executive Di	\$90,024	\$91,673	2023
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$82,051	2024
Lanesboro Area Chamber Of Commerce	MN	\$190,035	Executive Director	\$40,480	\$37,353	2024
Butler County Medical Society	OH	\$183,653	Exec Assistant	\$15,000	\$14,837	2024
Home Builders Association Of Hickory-catawba Valley Inc	NC	\$183,432	Executive Officer	\$56,782	\$56,409	2023
Acec-ri American Council Of	RI	\$183,283	Executive Di	\$75,000	\$69,143	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Adult Day Health Care Council Inc	NY	\$183,162	Executive Director	\$7,024	\$5,927	2024
Virginia Beach Restaurant Association	VA	\$190,615	Executive Director	\$68,383	\$63,482	2023
Mercer Area Chamber Of Commerce	WI	\$190,955	Executive Director	\$52,696	\$51,394	2024
The Hundred Year Association Of Ny Inc	CT	\$182,749	President	\$35,250	\$30,865	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$63,475	2023
Mountain Laurel Chamber Of Commerce	PA	\$182,329	Executive Director	\$34,798	\$32,407	2024
Great Lakes Bay Regional Alliance	MI	\$191,747	Executive Di	\$95,700	\$92,246	2024
Green Motors Practices Group	ID	\$191,962	Executive Director	\$64,000	\$63,580	2024
St Bernard Chamber Of Commerce	LA	\$181,286	Ceo	\$60,833	\$62,555	2024
Red Oak Chamber And Industry Association Inc	IA	\$192,644	Secretary	\$50,500	\$53,163	2023
American Knife And Tool Institute Inc	WY	\$193,706	Executive Director	\$55,800	\$55,800	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	361 organizations. Compensation range \$1–\$248,358; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$186,866); for reference, expenses \$316,723 and assets \$12,069,727. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	James Klessens, reported title "CEO", 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	12 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	98 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	95 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 (James Klessens) 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 361 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$146,875 is reasonable (approximately the 98th 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.