

# Element 8

Executive Director / CEO

This analysis benchmarks the total compensation of **Karin E Kidder, Executive Director / CEO** (\$89,334) against **every comparable organization** that fit the selection criteria — **539** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

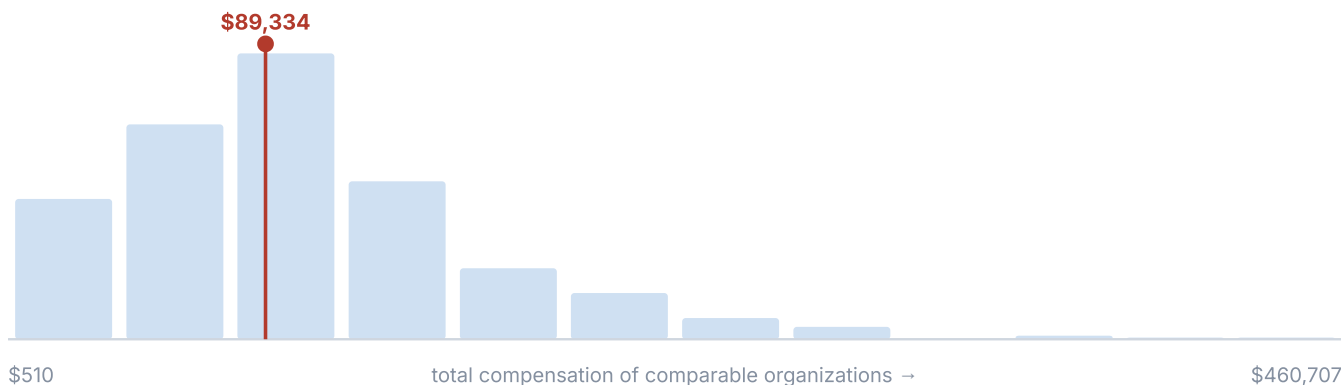
**Benchmarked executive:** Karin E Kidder — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$256,081 and \$573,316 — 0.67x to 1.50x the subject's \$382,211 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**539** organizations qualified on sector, size, and geography → **539** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,651	\$59,091	\$91,747	\$132,569	\$182,152	\$89,334
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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 WA 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="#">Corrections Usa</a>	FL	\$382,299	Chairman	\$54,000	<b>\$56,661</b>	2023
<a href="#">Alabama Cancer Congress</a>	MD	\$383,020	Board Member	\$2,000	<b>\$2,029</b>	2024
<a href="#">Cen-tex African American Chamber Of Commerce Inc</a>	TX	\$383,036	Executive Director	\$71,926	<b>\$80,362</b>	2023
<a href="#">Renewable Hydrogen Alliance</a>	OR	\$383,231	Executive Director	\$77,316	<b>\$77,895</b>	2024
<a href="#">South Carolina Funeral Directors Association Inc</a>	SC	\$383,410	Executive Director	\$45,000	<b>\$50,931</b>	2024
<a href="#">The Management Round Table</a>	VA	\$380,750	Interim Executive Director	\$32,883	<b>\$34,446</b>	2024
<a href="#">Colorado Springs Forward</a>	CO	\$383,700	Chairman	\$130,955	<b>\$136,230</b>	2024
<a href="#">Greater Augusta Regional Chamber Of</a>	VA	\$380,216	President/ce	\$86,800	<b>\$90,924</b>	2024
<a href="#">Defined Contribution Alternatives Association</a>	DC	\$380,133	President	\$239,600	<b>\$228,105</b>	2024
<a href="#">Concilio Hispano De Empresas</a>	CO	\$380,038	President & Ceo	\$131,538	<b>\$136,836</b>	2024
<a href="#">Northeast Ms Board Of Realtors</a>	MS	\$384,769	Executive Di	\$62,378	<b>\$75,371</b>	2024
<a href="#">Ranson Convention &amp; Visitors Bureau</a>	WV	\$384,891	Executive Director	\$67,627	<b>\$79,439</b>	2024
<a href="#">West Bend Area Chamber Of Commerce</a>	WI	\$384,995	President &	\$84,460	<b>\$98,522</b>	2023
<a href="#">Provider Alliance For Community Service</a>	TX	\$378,644	Executive Director	\$125,748	<b>\$136,465</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Stillwater Chamber Of Comme</a>	MN	\$378,463	Presidentexecutive Director	\$49,862	<b>\$53,451</b>	2024
<a href="#">Wisconsin Newspaper Association Inc</a>	WI	\$386,248	Executive Director	\$151,875	<b>\$177,160</b>	2023
<a href="#">Colorado Cleantech Industry Association Inc</a>	CO	\$378,128	Executive Director	\$133,416	<b>\$138,790</b>	2024
<a href="#">Housing Contractors Of California</a>	CA	\$386,344	Dir. Of Risk Mgmt	\$166,916	<b>\$160,986</b>	2023
<a href="#">Ypo Bayou City</a>	TX	\$377,049	Chapter Manager	\$48,009	<b>\$50,758</b>	2025
<a href="#">The Georgia Association Of Conven-</a>	GA	\$387,454	Executive Di	\$118,070	<b>\$132,600</b>	2023
<a href="#">Algae Biomass Organization</a>	IA	\$376,631	Executive Director	\$49,538	<b>\$58,846</b>	2024
<a href="#">Central Kentucky Apartment Association</a>	KY	\$376,420	Executive Officer	\$81,197	<b>\$94,640</b>	2024
<a href="#">International Association Of</a>	IL	\$388,116	Ceo	\$102,125	<b>\$106,116</b>	2025
<a href="#">American Alliance Conference Ltd</a>	NY	\$376,205	Director	\$37,066	<b>\$36,338</b>	2024
<a href="#">Digital Services Coaliton Inc</a>	MD	\$376,092	Executive Director	\$218,820	<b>\$221,943</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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 WA 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 **539** organizations. Compensation range \$510–\$460,707; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$382,211); for reference, expenses \$345,950 and assets \$166,640.
ROLE MATCH	Karin E Kidder, reported title " <i>EXECUTIVE DIRECTOR</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	16 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	49 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</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 (Karin E Kidder) 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 539 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,334 is reasonable (approximately the 47<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.