

Shelby County Economic Development Board Inc

EIN 262042864

MO · NTEE S41

FY ending 2023-12-31

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Wendeline Brumbaugh, Executive Director / CEO** (\$129,386) against **every comparable organization** that fit the selection criteria — **444** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

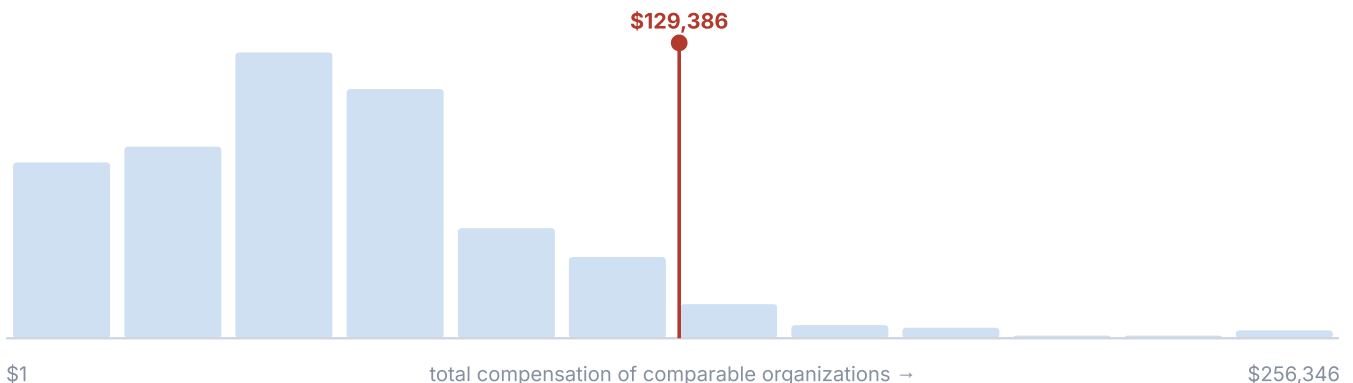
Benchmarked executive: Wendeline Brumbaugh — reported title "EMPLOYEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$147,291 and \$329,757 — 0.67x to 1.50x the subject's \$219,838 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

444 organizations qualified on sector, size, and geography → **444** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,840 10TH	\$35,322 25TH	\$58,933 MEDIAN	\$81,883 75TH	\$114,090 90TH	\$129,386 THIS ORG · 94TH
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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 MO 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
Downtown Moorhead Inc	MN	\$219,938	President/ceo	\$170,346	\$154,361	2024
Ark Residential Assisted Living Asn	AR	\$220,069	Executive Director	\$132,600	\$140,725	2023
Owners' Counsel Of America Inc	ID	\$219,558	Executive Di	\$67,500	\$65,850	2024
Adams County Chamber Of Commerce Inc	WI	\$220,256	Executive Director	\$50,000	\$47,888	2024
Greater Fairbanks Board Of Realtors	AK	\$220,348	Executive Di	\$85,522	\$74,982	2024
Missouri State Assessors Association	MO	\$220,614	Secretary	\$300	\$291	2024
Missouri Ambulance Association	MO	\$219,053	Executive Director	\$16,500	\$16,027	2024
Colerain Chamber Of Commerce Inc	OH	\$218,999	President	\$74,500	\$74,500	2023
Georgia Head Start Association Inc	GA	\$221,542	Executive Director	\$67,371	\$62,122	2024
Real Estate Association Of Puget Sound	WA	\$221,839	Chairman	\$70,900	\$59,932	2023
Bedford Chamber Of Commerce Inc	VA	\$221,895	President	\$55,108	\$50,237	2023
Rogue Valley Vintners	OR	\$222,028	Executive Director	\$80,500	\$70,582	2023
Oregon Cheese Guild	OR	\$217,494	Executive Director	\$84,000	\$71,537	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Austin Chamber Of Commerce	IL	\$217,403	Executive Dir.	\$27,650	\$28,856	2021
Germantown Area Chamber Of Commerce	WI	\$217,363	Executive Direc	\$46,050	\$44,104	2024
Nw High Performance	OR	\$222,514	Executive Dir.	\$134,514	\$117,941	2023
Procedure Professionals Association Inc	FL	\$217,027	Owner	\$1,800	\$1,550	2024
The Lower Niagara River Region Chamber	NY	\$222,922	Past President	\$82,458	\$68,331	2024
Next Generation In Trucking Association	KY	\$223,098	President	\$141,413	\$143,444	2023
Culver City Arts District	CA	\$216,320	Executive Dir.	\$12,368	\$10,083	2023
National Association Of Certified	TX	\$216,295	Executive Dir.	\$100,000	\$91,735	2024
Veterinary Specialty Practice Alliance Inc	OH	\$223,460	Executive Director	\$62,400	\$60,610	2024
Blair Chiropractic Membership	AL	\$223,589	Executive Director	\$66,824	\$66,205	2024
Adult Non-alcoholic Beverage Assoc Inc	DE	\$215,948	Secretary	\$144,375	\$133,471	2023
Icti C A R E Foundation Inc	NY	\$223,734	Bookkeeper	\$132,215	\$109,564	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	444 organizations. Compensation range \$1–\$256,346; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$219,838); for reference, expenses \$120,784 and assets \$127,137. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Wendeline Brumbaugh, reported title " <i>EMPLOYEE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	14 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	94th
Total compensation (D + F), as reported (no adjustments)	90th
Reportable pay only (column D), adjusted	58th
All sources (D + E + F), adjusted	91st

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 (Wendeline Brumbaugh) 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 444 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$129,386 is reasonable (approximately the 94th 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.