

Institute For Family-owned Business

Executive Director / CEO

EIN 262428220
 ME · NTEE S194
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Catherine Wygant Fossett, Executive Director / CEO** (\$104,118) against **every comparable organization** that fit the selection criteria — **1640** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Catherine Wygant Fossett — 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 (S194).
BUDGET	Total revenue between \$183,117 and \$409,965 — 0.67x to 1.50x the subject's \$273,310 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,640 organizations qualified on sector, size, and geography → **1,640** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,380	\$34,163	\$62,965	\$87,626	\$121,814	\$104,118
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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 ME 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
The Medical Staff Of The Riverside	CA	\$273,358	President	\$36,000	\$30,154	2024
Ozaukee County Economic Development Corporation	WI	\$273,374	Executive Director	\$36,000	\$36,469	2024
Yadkin County Economic Development	NC	\$273,413	President	\$101,010	\$101,240	2024
Personalized Arthroplasty Society Inc	GA	\$273,201	Executive Director	\$45,900	\$44,767	2024
Truckers Service Association	TX	\$273,129	President	\$1,500	\$1,456	2024
New Season Community Development Corp	CA	\$273,020	Director	\$45,000	\$37,692	2024
Gfwc Of North Carolina Inc	NC	\$273,677	Executive Director	\$35,206	\$35,286	2024
Frameworks Community Development	TX	\$272,890	Executive Director	\$125,634	\$121,904	2024
Community Action Team-california Inc	CA	\$273,760	Chief Executive Officer	\$105,000	\$87,949	2024
Fondren Renaissance Foundation	MS	\$273,767	Executive Director	\$70,583	\$76,254	2024
Sunnyvale Downtown Association	CA	\$272,720	Executive Director	\$110,000	\$94,858	2023
Oklahoma Business Ethics Consortium	OK	\$272,670	Executive Director	\$79,020	\$84,402	2024
Franklin County Home Builders	NC	\$272,652	Executive Di	\$2,115	\$2,182	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charlottesville Business Innovation	VA	\$274,073	Executive Director	\$76,667	\$71,805	2024
Society Of Publication Designers Inc	NY	\$272,523	Executive Director	\$100,000	\$87,653	2024
National Association Of Credit	MD	\$274,174	President	\$39,005	\$35,372	2024
Downtown Eau Claire Inc	WI	\$272,356	Executive Di	\$2,179	\$2,207	2024
Cactus & Pine Golf Course Superintendents Association	AZ	\$272,346	Executive Director	\$80,810	\$75,386	2024
Prosser Chamber Of Commerce	WA	\$274,312	Executive Dir.	\$41,181	\$35,764	2024
Board Of Latino Legislative Leaders	TX	\$272,300	Executive Director	\$63,000	\$61,130	2024
International Credit Union Regulators Network Inc	WI	\$274,351	Executive Director	\$123,006	\$128,291	2023
Hispanic Resources Inc	MA	\$272,218	Treasurer	\$5,128	\$4,470	2024
Association Of Chartered Accountants In The United StatesLtd	NY	\$274,471	Chief Executive	\$110,000	\$99,266	2023
Ypo Dfw	TX	\$274,534	Chapter Manager	\$20,000	\$18,906	2025
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$123,642	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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	1640 organizations. Compensation range \$1–\$651,551; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$273,310); for reference, expenses \$304,228 and assets \$188,357.
ROLE MATCH	Catherine Wygant Fossett, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	206 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	57 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	85 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	75 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 (Catherine Wygant Fossett) 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 1640 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,118 is reasonable (approximately the 85th 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.