

# Michigan Israel Business Accelerator

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Scott Hiipakka, Executive Director / CEO** (\$19,401) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Scott Hiipakka — reported title “CHIEF EXECUTIVE OFFICER (END JAN 2025)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S40).

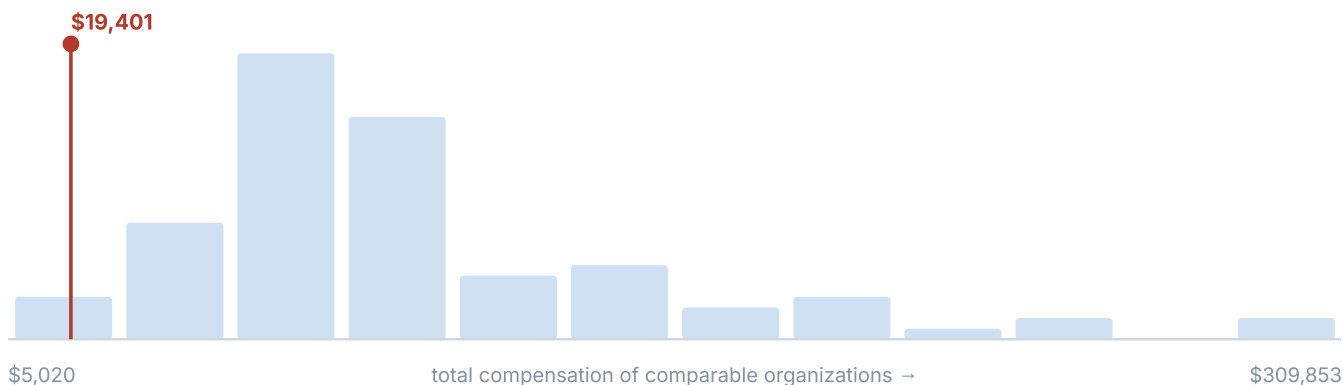
**BUDGET** Total revenue between \$236,648 and \$529,810 — 0.67x to 1.50x the subject's \$353,207 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

**88** organizations qualified on sector, size, and geography

→ **88** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$43,269

\$65,054

\$83,018

\$116,811

\$181,244

**\$19,401**



## ■ 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 MI 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="#">Ingersoll Grand Self-supported Municipal</a>	IA	\$354,444	Executive Dir.	\$76,987	<b>\$79,564</b>	2025
<a href="#">The Construction Institute Inc</a>	CT	\$354,876	Executive Director	\$74,200	<b>\$69,394</b>	2023
<a href="#">Imperial County Association Of Realtors</a>	CA	\$354,935	Chief Executive Officer	\$79,960	<b>\$66,894</b>	2024
<a href="#">Irrigation &amp; Electrical Districts</a>	AZ	\$349,001	Executive Di	\$308,828	<b>\$287,751</b>	2024
<a href="#">Michigan Retailers Foundation</a>	MI	\$365,589	President/ce	\$59,220	<b>\$60,969</b>	2023
<a href="#">Isa Michigan</a>	MI	\$367,250	Executive Director	\$85,000	<b>\$87,511</b>	2023
<a href="#">Ohio Alliance Of Ymca's</a>	OH	\$369,773	Chief Executive Officer	\$223,730	<b>\$236,360</b>	2023
<a href="#">Hawaii Masons And Plasterers Union</a>	HI	\$370,416	Executive Director	\$180,031	<b>\$156,159</b>	2024
<a href="#">Mississippi Apartment Association</a>	MS	\$335,360	Association Director	\$58,803	<b>\$65,325</b>	2023
<a href="#">Chelsea Area Chamber Of Commerce</a>	MI	\$372,034	Executive Di	\$72,870	<b>\$72,870</b>	2024
<a href="#">Girard Area Industrial Development Corp</a>	PA	\$333,361	Chairman	\$73,442	<b>\$70,956</b>	2024
<a href="#">Pike District Partnership Inc</a>	MD	\$332,944	Executive Director	\$90,000	<b>\$81,519</b>	2024
<a href="#">Tic Council Americas Inc</a>	DC	\$331,703	Executive Director-til 8/2023	\$99,221	<b>\$86,848</b>	2023
<a href="#">Aec Unites</a>	DC	\$375,265	Executive Director	\$114,357	<b>\$100,096</b>	2023
<a href="#">The Cannabis Alliance</a>	WA	\$331,103	Executive Dir.	\$45,833	<b>\$40,930</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Carroll County Economic Development</a>	GA	\$330,816	Exec Committee	\$237,071	<b>\$237,763</b>	2023
<a href="#">African American Real Estate</a>	DC	\$328,179	President	\$46,500	<b>\$40,701</b>	2023
<a href="#">Mississippi Gaming &amp; Hospitality As</a>	MS	\$382,314	Executive Director	\$160,417	<b>\$178,208</b>	2023
<a href="#">Forward High Point Inc</a>	NC	\$322,019	Chief Executive Officer	\$104,545	<b>\$101,958</b>	2025
<a href="#">Fulshear-katy Area Chamber Of Commerce</a>	TX	\$319,654	President	\$94,994	<b>\$94,781</b>	2023
<a href="#">National Cooperative Procurement</a>	MN	\$311,046	Executive Director	\$140,400	<b>\$134,407</b>	2024
<a href="#">Queen City Angels</a>	OH	\$395,808	Executive Director	\$180,560	<b>\$185,281</b>	2024
<a href="#">Kansas Independent Electrical</a>	KS	\$309,646	Executive Di	\$70,833	<b>\$76,328</b>	2023
<a href="#">Central Texas Angel Network</a>	TX	\$306,410	Executive Director	\$128,792	<b>\$124,817</b>	2024
<a href="#">Dbl Equity Partners</a>	ND	\$304,896	President, Ceo, And Secret	\$48,437	<b>\$51,498</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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** 88 organizations. Compensation range \$5,020–\$309,853; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$353,207); for reference, expenses \$656,040 and assets \$1,183,354. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Scott Hiipakka, reported title " <i>CHIEF EXECUTIVE OFFICER (END JAN 2025)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (Scott Hiipakka) 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 88 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,401 is reasonable (approximately the 1<sup>st</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.