

North Dakota Construction Council

Executive Director / CEO

EIN 320225953

ND · NTEE S40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kristie Wolff, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **551** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

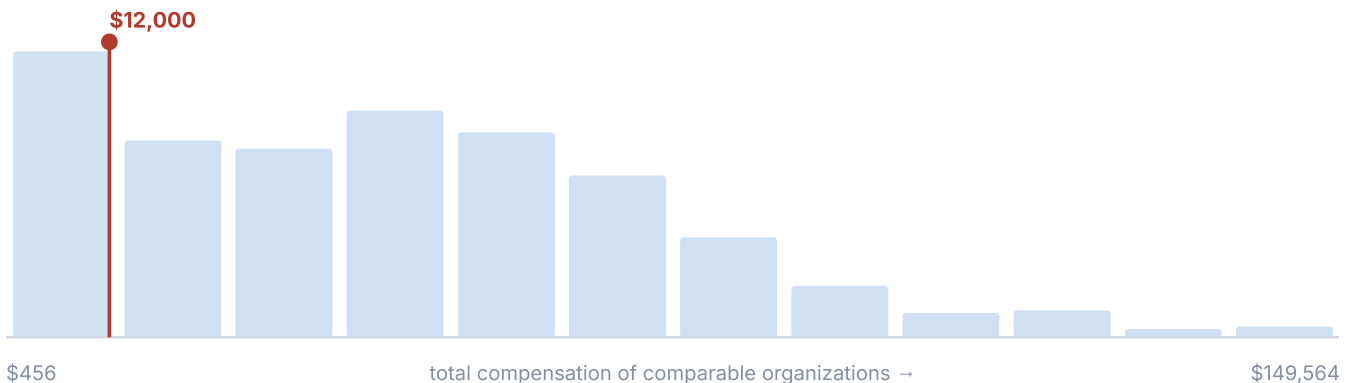
Benchmarked executive: Kristie Wolff — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|--|
| SECTOR | Organizations sharing the subject's NTEE classification (S40). |
| BUDGET | Total revenue between \$88,754 and \$198,705 — 0.67x to 1.50x the subject's \$132,470 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue. |

551 organizations qualified on sector, size, and geography → **551** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|-----------------|
| \$6,284 | \$18,477 | \$41,455 | \$63,628 | \$83,212 | \$12,000 |
|---------|----------|----------|----------|----------|-----------------|



■ 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 ND 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 |
|--|-------|-----------|---|-----------------|-----------------|------|
| Opportunity Wichita Inc | KS | \$132,579 | President - Greater Wichita Partnership | \$28,612 | \$28,167 | 2024 |
| Nwgm Title Holding Company Iii Inc | NH | \$132,850 | President | \$19,521 | \$16,002 | 2025 |
| Crosspointe Church Holding Co Llc | GA | \$132,082 | Director | \$70,953 | \$66,930 | 2023 |
| Community En Accion | TX | \$133,058 | Executive Director | \$102,500 | \$93,431 | 2024 |
| Rangely Area Chamber Of Commerce | CO | \$131,870 | Executive Director | \$30,386 | \$26,550 | 2024 |
| West Broadway Neighborhood Association | RI | \$133,281 | Executive Director | \$45,619 | \$39,860 | 2024 |
| Union Chamber Of Commerce Inc | LA | \$131,650 | President | \$40,719 | \$40,857 | 2024 |
| Camba Economic Development Corporation | NY | \$133,495 | President/ceo | \$87,526 | \$74,199 | 2023 |
| Clear Creek County Tourism Bureau Inc | CO | \$131,401 | Director | \$73,017 | \$63,800 | 2024 |
| Egleston Square Main Street Inc | MA | \$133,546 | Executive Director | \$56,435 | \$45,021 | 2025 |
| Friends Of Historic Downtown West Branch | IA | \$131,292 | Exec Director | \$57,903 | \$57,773 | 2024 |
| Web3 Id Coalition Inc | NV | \$131,220 | Secretary | \$6,000 | \$5,642 | 2023 |
| Citywide Small Business Development | OH | \$131,178 | President | \$46,542 | \$44,920 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|--------------------------|-----------------|-----------------|------|
| The Indus Entrepreneurs | OR | \$133,776 | Executive Director | \$35,103 | \$30,583 | 2023 |
| Medical Staff Of San Gabriel Valley Medical Center | CA | \$130,889 | President/chief Of Staff | \$18,000 | \$13,798 | 2025 |
| Murray Main Street Program Inc | KY | \$134,398 | Executive Director | \$47,187 | \$46,196 | 2024 |
| Florida Association Of Children's Hospitals Inc | FL | \$130,318 | Executive Director | \$50,000 | \$44,066 | 2023 |
| Scottish Rite Temple Of Bellingham | WA | \$130,303 | Secretary | \$4,950 | \$4,158 | 2023 |
| The Greater Wilkes-barre Development | PA | \$134,703 | President/ceo | \$11,279 | \$10,249 | 2024 |
| Linda Vista Mutual Water Company | CA | \$130,193 | President | \$1,400 | \$1,102 | 2024 |
| Community Property Inc | WI | \$134,760 | Director/treasurer | \$15,872 | \$15,105 | 2024 |
| Muscatine Board Of Realtors Inc | IA | \$130,025 | Executive Of | \$34,820 | \$34,742 | 2024 |
| Rock & Wrap It Up Inc | NY | \$134,916 | Ceo | \$24,000 | \$19,762 | 2024 |
| 1231-1235 Good Hope Road Inc | DC | \$135,004 | Chief Executive Officer | \$23,544 | \$18,827 | 2024 |
| Jamestown Regional Entrepreneur Center | ND | \$135,026 | Key Employee | \$75,539 | \$75,539 | 2024 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 | 551 organizations. Compensation range \$456–\$149,564; filing years 2021–2025. |
| SIZE BASIS | Matched on total revenue (\$132,470); for reference, expenses \$73,147 and assets \$536,812. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view. |
| ROLE MATCH | Kristie Wolff, reported title " <i>Executive Dir.</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 119 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 | 18 th |
| Total compensation (D + F), as reported (no adjustments) | 16 th |
| Reportable pay only (column D), adjusted | 34 th |
| All sources (D + E + F), adjusted | 13 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 (Kristie Wolff) 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 551 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 18th 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.