

Grundy Livingston Kankakee

Executive Director / CEO

EIN 352200461

IL · NTEE S30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ladonna Russell, Executive Director / CEO** (\$74,849) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Ladonna Russell — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30).

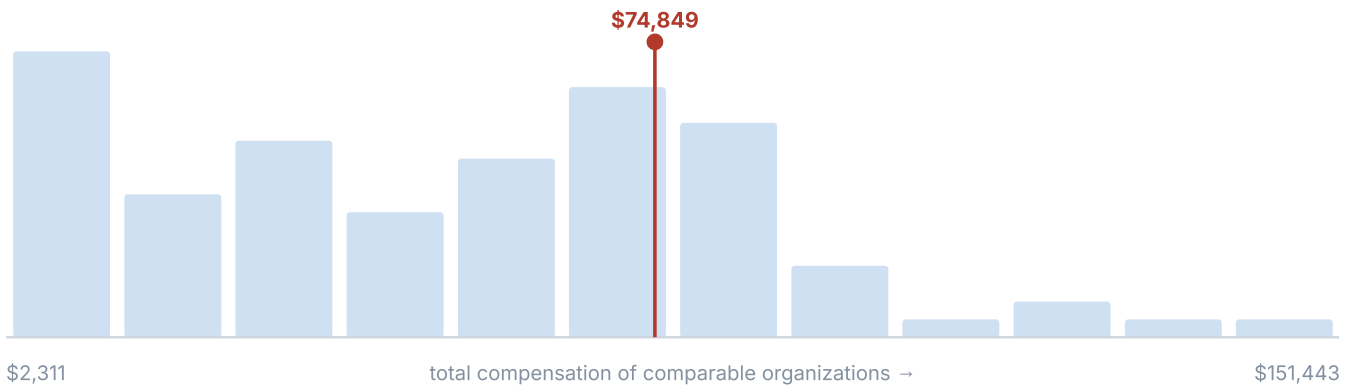
BUDGET Total revenue between \$108,613 and \$243,165 — 0.67x to 1.50x the subject's \$162,110 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography

→ **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,383	\$22,966	\$53,067	\$76,185	\$90,050	\$74,849
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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 IL 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
Richfield Tourism Promotion Board Inc	MN	\$162,171	Executive Director	\$56,500	\$56,787	2024
Community Sustainability Enterprise Inc	GA	\$161,800	Executive Director	\$72,645	\$76,493	2023
Forward Brunswick Inc	GA	\$164,154	Executive Director	\$80,500	\$82,331	2024
Vermillion Cultural Association	SD	\$164,175	Executive Director	\$34,002	\$38,170	2024
North Central Enterprise Inc	PA	\$156,183	Executive Director	\$9,175	\$9,582	2023
Bricker Price Block Restoration Corporation	IA	\$169,197	Executive Director	\$63,423	\$70,637	2024
Lincoln County Economic	WA	\$154,537	Executive Director	\$64,043	\$56,819	2025
Delaware Community Development Corporati	DE	\$169,911	Executive Director	\$76,287	\$78,224	2023
Piedmont Triad Film Commission	NC	\$153,193	Executive Director	\$84,498	\$88,808	2024
Downtown Hays Development Corporation	KS	\$171,029	Executive Director	\$63,414	\$71,743	2023
Circular Philadelphia	PA	\$173,164	Board Member	\$38,556	\$40,265	2023
The Foundation Of The Economic	PA	\$149,605	President	\$23,734	\$24,075	2024
Retail Advancement Fund	VA	\$175,000	President/ceo	\$21,211	\$20,832	2024
Southeastern Vermont Economic	VT	\$176,768	Executive Director	\$4,455	\$4,696	2023
Sky City Initiative Inc	TN	\$147,097	Executive Director	\$48,936	\$53,867	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Urban Partnership	CA	\$178,480	President & Ceo	\$82,000	\$74,150	2023
Rolla Regional Economic Commission	MO	\$145,282	Executive Dir.	\$34,500	\$38,266	2023
Lincoln County Economic Development Corporation	CO	\$178,950	Executive Director	\$80,000	\$78,028	2024
Wv Coalition For Technology Based	WV	\$145,078	Chair/executive Director Part Year	\$78,500	\$86,455	2024
North Sioux City Economic	SD	\$144,857	Executive Director	\$92,288	\$106,662	2023
Twin Cities Innovation Alliance	MN	\$181,975	Founder Board Member	\$71,030	\$69,551	2025
Gallatin Valley Foundation For Economic	MT	\$182,243	Executive Dir	\$12,546	\$13,756	2024
Mexicantown Community Development Corp	MI	\$141,691	Executive Director	\$5,334	\$5,600	2024
Advance Shullsburg Inc	WI	\$141,601	Director	\$10,633	\$11,295	2024
Development Research Corporation	OH	\$141,374	President & Ceo	\$44,158	\$48,978	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **87** organizations. Compensation range \$2,311–\$151,443; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$162,110); for reference, expenses \$166,011 and assets \$9,527.

ROLE MATCH Ladonna Russell, reported title "*EXECUTIVE DI*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	76 th
All sources (D + E + F), adjusted	51 st

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 (Ladonna Russell) 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 87 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,849 is reasonable (approximately the 74th 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.