

Slag Cement Association

Executive Director / CEO

EIN 364414498

MI · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donna Halstead, Executive Director / CEO** (\$455) against **every comparable organization** that fit the selection criteria — **541** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

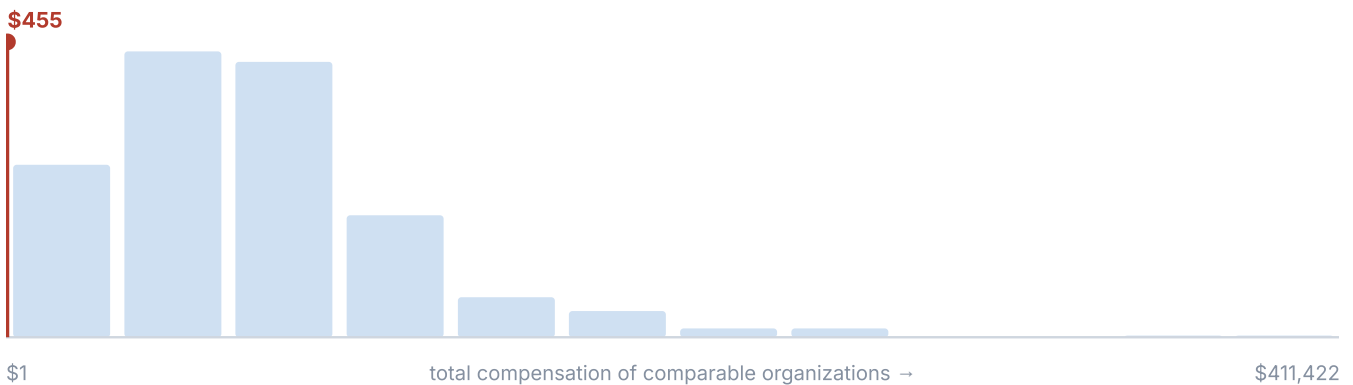
Benchmarked executive: Donna Halstead — reported title “Director of Finance”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

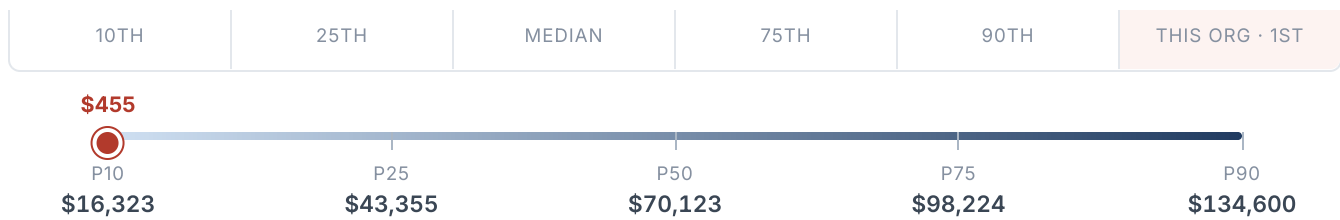
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$194,145 and \$434,655 — 0.67x to 1.50x the subject's \$289,770 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

541 organizations qualified on sector, size, and geography → **541** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,323	\$43,355	\$70,123	\$98,224	\$134,600	\$455
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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 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
Wellington Chamber Of Commerce Inc	FL	\$289,708	Executive Director	\$108,276	\$98,547	2024
Boone Area Chamber Of Commerce	IA	\$289,462	Executive Dir.	\$70,409	\$74,691	2024
Boaz Chamber Of Commerce	AL	\$290,474	Executive Di	\$53,942	\$56,459	2024
Accessibility Professionals Association	TX	\$288,892	Executive Director	\$75,108	\$74,939	2023
Downtown Vacaville Business	CA	\$290,813	Executive Dir.	\$81,415	\$70,123	2023
Out Georgia Business Alliance	GA	\$291,420	Executive Director	\$79,911	\$80,144	2023
Beckley Board Of Realtors Inc	WV	\$288,077	Executive Of	\$25,217	\$26,453	2024
Arizona Craft Brewers Guild Inc	AZ	\$288,025	Executive Director	\$55,000	\$52,760	2023
Small Business In Transportation	FL	\$287,830	President	\$75,000	\$70,277	2023
Tampa Bay Trial Lawyers Association	FL	\$287,622	Executive Di	\$56,000	\$52,473	2023
National Archery Buyers Association	MN	\$287,339	Executive Director	\$86,210	\$84,968	2023
Motion Palpation Institute Inc	OH	\$287,259	President	\$15,000	\$15,392	2024
Pacific Association Of Domestic	CA	\$292,507	Executive Director	\$52,500	\$43,921	2024
Mason Contractors Association Of	IL	\$292,630	Executive Secretary	\$190,225	\$181,185	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hopewell Prince George Chamber Of Commerce	VA	\$292,646	Ceo	\$80,000	\$77,047	2023
Clean Fuels Michigan	MI	\$293,151	Executive Dir.	\$116,995	\$116,995	2024
Iowa Brewers Guild	IA	\$286,382	Executive Director	\$106,262	\$109,818	2025
Research Triangle Cleantech Cluster	NC	\$293,453	Executive Dir.	\$133,976	\$138,080	2023
Medicinelouisiana Inc	LA	\$285,959	Executive Director	\$253,855	\$270,817	2024
Ports Association Of Louisiana	LA	\$285,916	Executive Director	\$93,579	\$102,780	2023
Central Wisconsin Board Of Realtors Inc	WI	\$285,838	Ceo	\$116,912	\$118,293	2024
Cen-tex Hispanic Chamber Of Comm	TX	\$285,750	Presedent/ceo	\$75,315	\$72,990	2024
Independent Electrical Contractors	TN	\$294,020	Executive Di	\$58,019	\$60,831	2023
Chicagoland Food Inc	IL	\$294,169	Executive Director	\$50,000	\$47,624	2024
International Biometrics	DC	\$294,211	Managing Director	\$150,000	\$131,294	2023

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.

■ Sample, role match & sensitivity

PEER COUNT	541 organizations. Compensation range \$1-\$411,422; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$289,770); for reference, expenses \$284,016 and assets \$320,446.
ROLE MATCH	Donna Halstead, reported title " <i>Director of Finance</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	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	4 th
All sources (D + E + F), adjusted	1 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 (Donna Halstead) 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 541 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$455 is reasonable (approximately the 1st 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.