

International Union Uaw Local 1284

Executive Director / CEO

EIN 381451663

MI · NTEE S43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Bell, Executive Director / CEO** (\$8,831) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: James Bell — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S43).

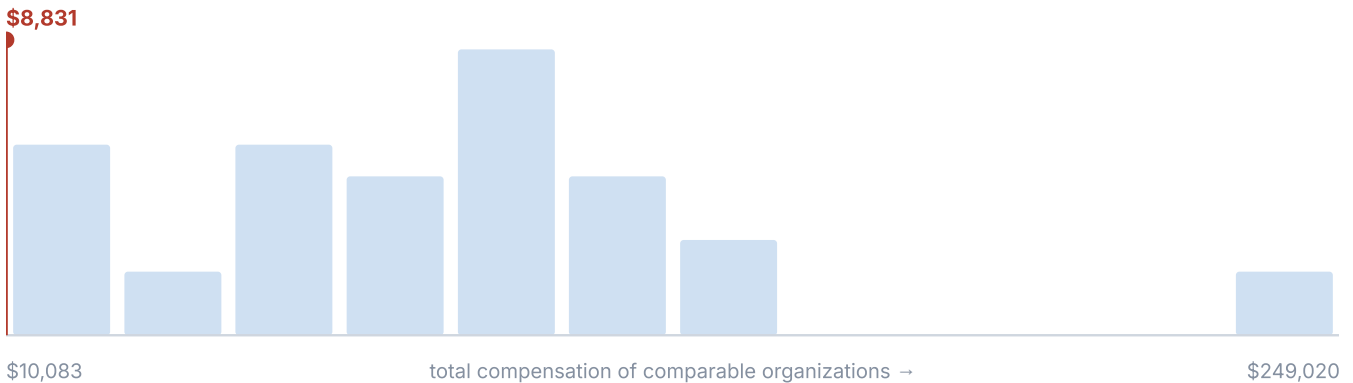
BUDGET Total revenue between \$263,968 and \$590,974 — 0.67x to 1.50x the subject's \$393,983 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

38 organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,097	\$58,656	\$90,120	\$112,208	\$134,619	\$8,831
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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
Anti Entropy	TX	\$393,476	President	\$65,000	\$67,513	2022
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$242,352	2023
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$15,894	2023
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$85,351	2024
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$89,536	2023
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$28,413	2024
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$20,803	2024
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$76,545	2023
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$10,083	2025
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$102,870	2024
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$139,374	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$76,861	2023
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$127,504	2024
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$12,920	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$122,844	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$108,826	2024
Danville Boyle County Development	KY	\$349,771	Director	\$29,583	\$31,702	2023
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$50,147	2024
Piedmont Business Capital	NC	\$446,116	Executive Director Ceo	\$132,440	\$132,581	2024
Startup Hutch Inc	KS	\$448,635	Program Director	\$86,659	\$90,703	2024
Xlr8x	HI	\$454,613	President/exec Dir	\$114,357	\$102,124	2023
Boomin University	TN	\$455,664	Board Member	\$36,538	\$36,250	2025
Sync Space Entrepreneur Center	TN	\$456,808	President, Ed	\$124,800	\$123,817	2025
Marietta Welcome Center Inc	GA	\$458,815	Executive Director	\$64,453	\$64,641	2023
Mnsbir Inc	MN	\$464,536	President And Ceo	\$148,382	\$142,049	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.

■ Sample, role match & sensitivity

PEER COUNT **38** organizations. Compensation range \$10,083–\$249,020; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$393,983); for reference, expenses \$398,287 and assets \$318,896.
ROLE MATCH	James Bell, reported title " <i>President</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	2 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	0 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 (James Bell) 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 38 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,831 is reasonable (approximately the 0th 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.