

Dickinson Area Economic Development

Executive Director / CEO

EIN 383319448

MI · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mindy Meyers, Executive Director / CEO** (\$107,194) against **every comparable organization** that fit the selection criteria — **411** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

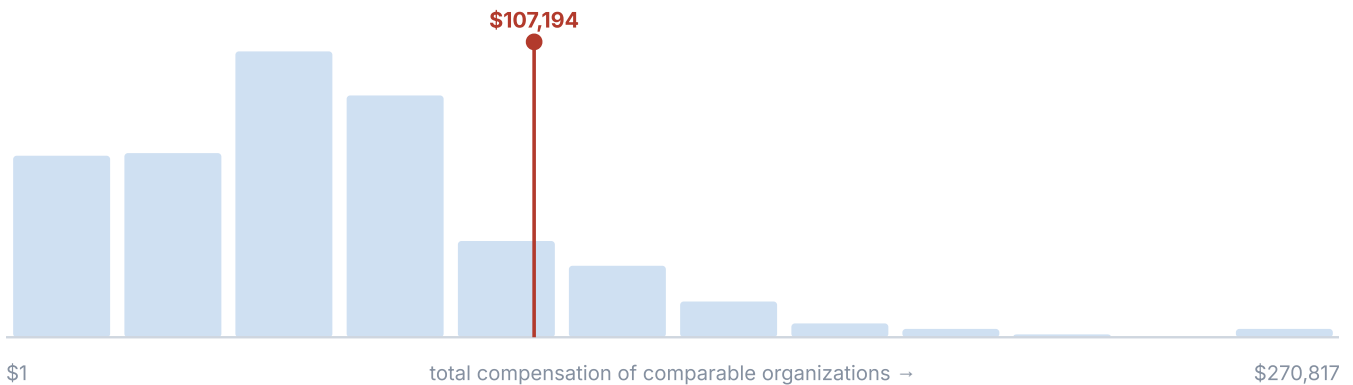
Benchmarked executive: Mindy Meyers — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$140,651 and \$314,890 — 0.67x to 1.50x the subject's \$209,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

411 organizations qualified on sector, size, and geography → **411** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,712	\$36,663	\$60,960	\$84,295	\$119,001	\$107,194
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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
Downtown Las Vegas Alliance	NV	\$209,890	Executive Di	\$110,000	\$106,825	2024
Association Of Iowa Fairs Inc	IA	\$209,873	Executive Dir.	\$13,500	\$13,952	2025
Unitedc3 Inc	TX	\$209,835	Co-executive Director	\$63,450	\$63,308	2023
Bath-brunswick Regional Chamber	ME	\$210,199	Executive Di	\$88,500	\$85,857	2024
Reflective Insulation Manufacturers Assn	VA	\$210,409	Executive Direc	\$84,000	\$80,899	2023
Black Business Association Of La	CA	\$210,410	President	\$49,500	\$42,634	2023
Professional Bail Agents Assn Of Ms	MS	\$210,582	Executive Di	\$48,675	\$52,522	2024
Mountain Counties Water	CA	\$209,216	Executive Dir.	\$102,000	\$87,853	2023
Alafave Inc	TX	\$209,157	Executive Director	\$54,000	\$52,333	2024
Rosemont Illinois Chamber Of	IL	\$208,577	Executive Di	\$81,326	\$77,461	2024
Michigan Association Of Airport	MI	\$211,414	Executive Di	\$40,500	\$40,500	2024
Elkhart Lake Chamber Of Commerce	WI	\$212,172	Exec Direct	\$54,594	\$55,239	2024
Apparel Industry Board Inc	IL	\$207,450	Exec Director	\$41,667	\$40,859	2023
Society For Cardiovascular Angiography	DC	\$207,107	Chief Executive Officer	\$64,914	\$56,818	2023
Sonoma Alliance For Vineyards And	CA	\$212,922	Executive Dir.	\$86,996	\$74,930	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fishermans Wharf Association	CA	\$206,829	President & Ceo	\$12,000	\$10,039	2024
Oakland Vietnamese Chamber Of Commerce	CA	\$206,602	Executive Director	\$75,000	\$62,744	2024
Storm Lake United	IA	\$213,673	Executive Di	\$33,350	\$35,378	2024
Birch Bay Chamber Of Commerce	WA	\$213,931	Executive Director	\$43,290	\$38,659	2023
Medical Staff Of Research	MO	\$205,781	President	\$20,000	\$21,129	2023
Americans For Food And Beverage Choice	DC	\$205,591	Principal Officer	\$158,319	\$134,600	2024
Wall & Ceiling Industry Advancement Fund	MO	\$205,355	Executive Director	\$36,684	\$38,755	2023
Platte Chamber Of Commerce Inc	SD	\$214,573	Executive Director	\$53,169	\$56,850	2024
Moorhead Business Association Inc	MN	\$214,949	Executive Director	\$74,380	\$73,308	2023
Massachusetts Secondary School	MA	\$215,034	Director	\$7,000	\$5,938	2025

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 **411** organizations. Compensation range \$1–\$270,817; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$209,927); for reference, expenses \$232,202 and assets \$233,813.

ROLE MATCH	Mindy Meyers, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	86 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	83 rd

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 (Mindy Meyers) 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 411 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,194 is reasonable (approximately the 86th 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.