

# Pennsylvania Route 6 Alliance

Executive Director / CEO

EIN 383689606

PA · NTEE S30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Candace Sturdevant, Executive Director / CEO** (\$59,048) against **every comparable organization** that fit the selection criteria — **199** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

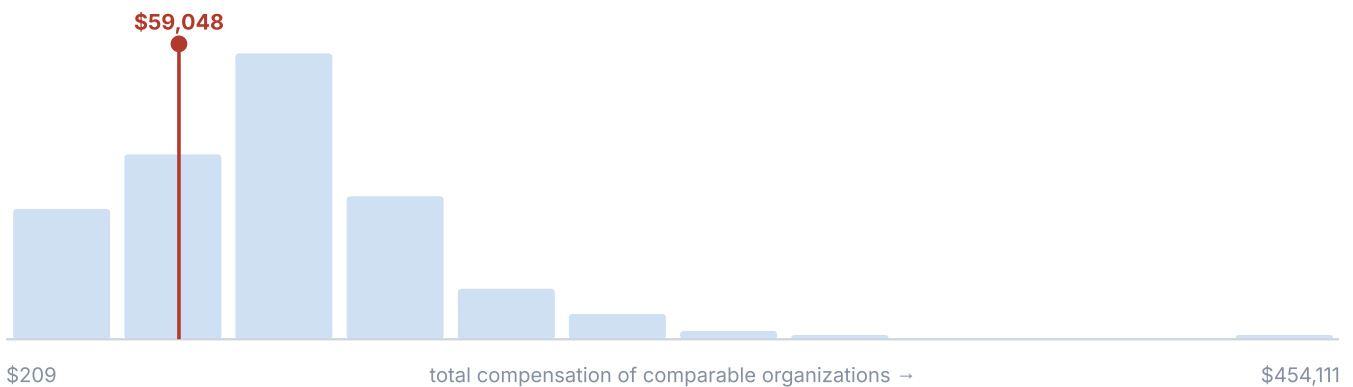
**Benchmarked executive:** Candace Sturdevant — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$298,781 and \$668,914 — 0.67x to 1.50x the subject's \$445,943 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**199** organizations qualified on sector, size, and geography → **199** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,341	\$57,457	\$89,029	\$120,412	\$152,099	\$59,048
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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 PA 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
<a href="#">Forge Greensboro</a>	NC	\$448,207	Executive Director	\$46,667	<b>\$49,781</b>	2023
<a href="#">Delaware County Local Development Corp</a>	NY	\$448,417	Executive Direc	\$11,295	<b>\$10,235</b>	2024
<a href="#">Franklin Southampton Economic</a>	VA	\$449,138	President	\$95,605	<b>\$92,567</b>	2024
<a href="#">Just Economics</a>	NC	\$441,994	Executive Director	\$73,343	<b>\$75,993</b>	2024
<a href="#">Xcelerate Women</a>	OR	\$450,105	Executive Dir.	\$94,938	<b>\$88,409</b>	2024
<a href="#">San Saba Economic Development Corp</a>	TX	\$441,381	Edc Secretary Treasurer	\$60,000	<b>\$60,185</b>	2024
<a href="#">Economic Forum</a>	NM	\$441,102	Executive Di	\$130,000	<b>\$144,352</b>	2023
<a href="#">Grow Licking County</a>	OH	\$451,225	Executive Director	\$120,000	<b>\$131,215</b>	2023
<a href="#">Las Vegas Employment Project</a>	NV	\$451,865	President	\$16,195	<b>\$15,859</b>	2025
<a href="#">Operation Reboot</a>	CA	\$452,245	Chief Executive Officer	\$169,982	<b>\$151,535</b>	2023
<a href="#">Randolph County Community &amp; Economic</a>	IN	\$439,187	Executive Director	\$44,499	<b>\$47,057</b>	2024
<a href="#">Prospera Georgia Llc</a>	GA	\$452,756	Ceo/president	\$44,863	<b>\$45,234</b>	2024
<a href="#">Downtown Management Corporation Of Fort</a>	FL	\$453,787	President	\$109,750	<b>\$103,388</b>	2024
<a href="#">Economic Development Corporation Of New</a>	CT	\$453,860	Administrator	\$127,844	<b>\$120,200</b>	2024
<a href="#">Gibson County Economic Development Corporation</a>	IN	\$457,365	Executive Director	\$107,796	<b>\$113,993</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Stevenson Downtown Association</a>	WA	\$433,708	Executive Director	\$68,210	<b>\$61,238</b>	2024
<a href="#">Identity Clark County</a>	WA	\$458,605	Policy And Projects Coordinator	\$2,143	<b>\$1,981</b>	2023
<a href="#">Division Midway Alliance For</a>	OR	\$458,798	Executive Dir.	\$90,189	<b>\$83,987</b>	2024
<a href="#">Buffalo Niagara Film Commission Inc</a>	NY	\$459,494	President	\$110,892	<b>\$100,483</b>	2024
<a href="#">Ravalli County Economic Development</a>	MT	\$430,835	Executive Dir.	\$58,135	<b>\$62,840</b>	2024
<a href="#">Michigan Economic Developers</a>	MI	\$463,953	Executive Di	\$117,108	<b>\$124,791</b>	2023
<a href="#">Main Street Pascagoula</a>	MS	\$426,927	Executive Di	\$60,875	<b>\$67,988</b>	2024
<a href="#">Economic Development Corporation</a>	UT	\$465,280	Director	\$107,039	<b>\$113,101</b>	2023
<a href="#">Civstart Corp</a>	DC	\$465,744	Ceo	\$96,900	<b>\$87,787</b>	2023
<a href="#">Oyster Bay Main Street Association</a>	NY	\$425,779	Executive Director Terminated Jan 2025	\$79,000	<b>\$69,740</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **199** organizations. Compensation range \$209–\$454,111; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$445,943); for reference, expenses \$421,481 and assets \$474,496.
ROLE MATCH	Candace Sturdevant, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	18 <sup>th</sup>

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 (Candace Sturdevant) 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 199 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,048 is reasonable (approximately the 27<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.