

Impact Acceptance Corporation

Executive Director / CEO

EIN 391417230

WI · NTEE S30Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brett Gerber, Executive Director / CEO** (\$139,859) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Brett Gerber — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S30Z).

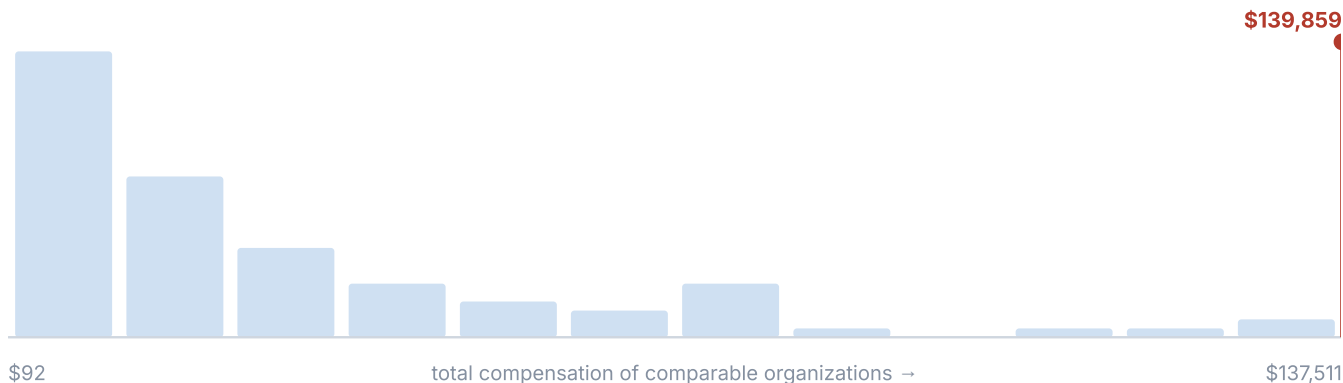
BUDGET Total revenue between \$23,361 and \$52,302 — 0.67x to 1.50x the subject's \$34,868 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography

→ **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,227	\$5,525	\$17,927	\$42,211	\$70,714	\$139,859
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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 WI 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
Northwest Developers Inc	NJ	\$34,879	Executive Director	\$31,920	\$27,289	2024
Buffalo Brownfield Restoration	NY	\$34,755	President	\$37,834	\$33,703	2023
Cleveland Development Foundation	OH	\$35,053	President & Ceo	\$54,375	\$55,145	2024
Cornerstone Collaborative Florida Inc	FL	\$35,693	Ceo	\$6,786	\$6,104	2024
Latino Network Action Fund	OR	\$34,003	Executive Dir.	\$12,500	\$11,115	2024
Impact Evv Inc	IN	\$33,931	Ex Officio	\$26,061	\$26,315	2024
Public Performance Partners Inc	OH	\$36,000	Ceo	\$17,500	\$18,272	2023
Local 560 Ibt 303 Molnar Realty	NJ	\$36,059	President	\$85,514	\$75,267	2023
Austin Commission On Sports	TX	\$36,215	President & Ceo-ac&vb	\$60,495	\$57,943	2024
Orleans County Chamber Of Commerce Inc	NY	\$33,475	Executive Dir.	\$16,530	\$14,302	2024
Jackson-madison County Sports Hall	TN	\$36,379	Treasurer/se	\$5,200	\$5,234	2024
Iatse Local 729 Building Corporation	CA	\$33,345	Bus Rep/secretary-treasurer	\$35,936	\$29,713	2024
Perkup Corporation	PA	\$36,515	Executive Di	\$3,225	\$3,079	2024
Inner City Redevelopment Corporation Inc	MS	\$36,544	President	\$48,500	\$51,722	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Building Inspectors Association	WI	\$37,519	President/website Mgr	\$599	\$617	2023
East Chicago Urban Enterprise	IN	\$37,662	Board Member	\$3,600	\$3,742	2023
Cmea The Employers Association Inc	MA	\$37,835	Treasurer	\$19,700	\$16,951	2024
Local 96 Ibeu Building Corporation	MA	\$31,852	Business Manager	\$51,209	\$44,062	2024
Grace Community Development Corporation Of Florida	FL	\$38,411	Executive Director	\$555	\$499	2024
Corktown Community Development Fund	MI	\$38,777	Treasurer/se	\$12,000	\$11,860	2024
Plaza Central Development Group Inc	NC	\$30,525	Board Member	\$13,410	\$13,267	2024
Sol Strauss Supporting Organization Inc	IN	\$39,305	Executive Director (Thru 12/31/23)	\$4,230	\$4,271	2024
Main Development Group	PA	\$30,272	President/ceo	\$11,512	\$11,317	2023
Metropool Inc	NY	\$30,164	Chairman Of Board	\$3,300	\$2,855	2024
Deer Creek Holdings Inc	OK	\$30,100	President	\$12,000	\$13,026	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	84 organizations. Compensation range \$92–\$137,511; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$34,868); for reference, expenses \$954,998 and assets \$539,199. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brett Gerber, reported title "PRESIDENT/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Brett Gerber) 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 84 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$139,859 is reasonable (approximately the 100th 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.