

Stevens County Eic Inc

Executive Director / CEO

EIN 411383188

MN · NTEE S31Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cheryl Kuhn, Executive Director / CEO** (\$117,188) against **every comparable organization** that fit the selection criteria — **85** 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

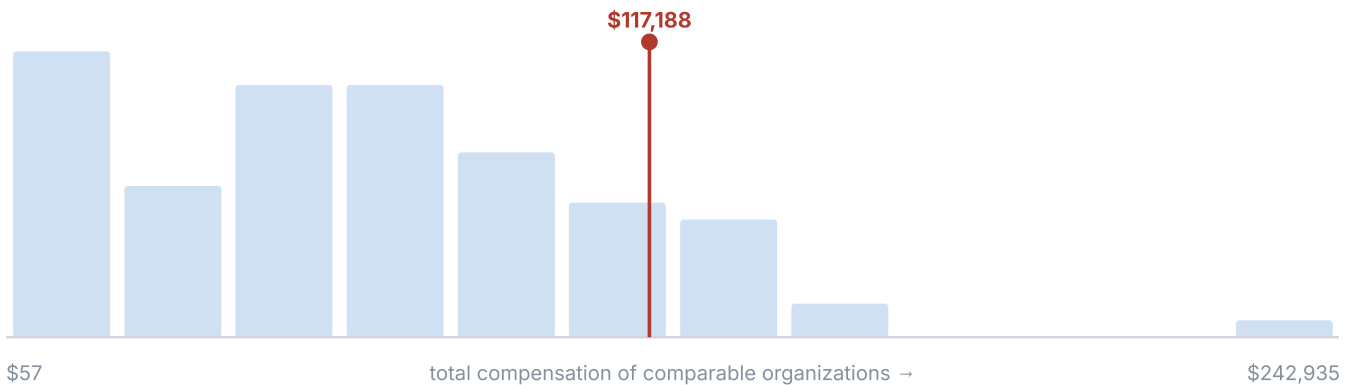
Benchmarked executive: Cheryl Kuhn — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31Z).
BUDGET	Total revenue between \$162,075 and \$362,856 — 0.67x to 1.50x the subject's \$241,904 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

85 organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,174	\$30,087	\$63,971	\$91,184	\$126,543	\$117,188
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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 MN 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
Parkrose Npi	OR	\$241,082	Executive Dir.	\$48,750	\$45,817	2024
Tww Nyc Solidarity Inc	NY	\$240,000	President	\$101,737	\$93,038	2024
Urban City Codes Technology And Community Resource	OH	\$238,007	President	\$45,538	\$50,254	2023
Main-dempster Mile	IL	\$245,988	Executive Director	\$75,000	\$74,621	2024
Foundation For A Sustainable Community	VA	\$246,477	Ceo	\$16,000	\$15,635	2024
Northeastern Economic Development Company Of Pa	PA	\$247,257	President And Executive Direc	\$50,000	\$51,952	2023
Aransas County Partnership Edc	TX	\$247,377	President	\$126,000	\$127,556	2024
Natick Center Associates Inc	MA	\$247,738	Executive Di	\$21,875	\$19,894	2024
City Of Kingston Local Development	NY	\$249,090	Executive Director	\$17,348	\$15,865	2024
Downtown Development Corporation	IL	\$233,430	President	\$24,993	\$24,867	2024
East Falls Development Corporation	PA	\$251,481	Exec Director	\$77,449	\$78,164	2024
Economic Development Unit Inc	LA	\$232,038	President	\$50	\$57	2023
Tampa Bay Partnership For Regional	FL	\$231,371	President & Ceo	\$14,175	\$13,477	2024
Development Chenango Corporation	NY	\$252,762	Executive Director	\$16,323	\$15,368	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Circle Of Life Development Foundation	CA	\$230,432	Cheif Executive Officer	\$45,000	\$45,521	2021
Plainfield Central Business District Management Co	NJ	\$253,657	Executive Director	\$88,846	\$80,280	2024
Midtown Elizabeth District Management Corporation Inc	NJ	\$253,742	Executive Director	\$84,904	\$76,718	2024
Community Investment Corporation	IL	\$257,035	President	\$68,779	\$68,431	2024
Keystone Community Corporation	MO	\$225,809	President	\$8,250	\$8,843	2024
Klamath Falls Downtown Association	OR	\$224,126	Executive Director	\$44,440	\$43,000	2023
Campaign For A Drug Free Westside	IL	\$260,009	Ceo	\$56,950	\$56,662	2024
Boc Development Corporation	NY	\$261,928	President	\$34,036	\$32,045	2023
Bogalusa Rebirth	LA	\$221,515	Executive Director	\$75,938	\$84,624	2024
Uptown Westerville Inc	OH	\$220,919	Executive Dir.	\$68,133	\$75,188	2023
Ulster County Economic Development	NY	\$220,210	Ceo/president	\$16,190	\$14,806	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 85 organizations. Compensation range \$57–\$242,935; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$241,904); for reference, expenses \$203,315 and assets \$1,621,256.
ROLE MATCH	Cheryl Kuhn, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer fall outside 1.5x 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)	88 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	73 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 (Cheryl Kuhn) 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 85 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue).
3. The authorized body determined that total compensation of \$117,188 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.