

Harrison County Agriculture Society

Executive Director / CEO

EIN 420690243

IA · NTEE S320

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Trista McLaughlin, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **1141** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Trista McLaughlin — reported title “MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

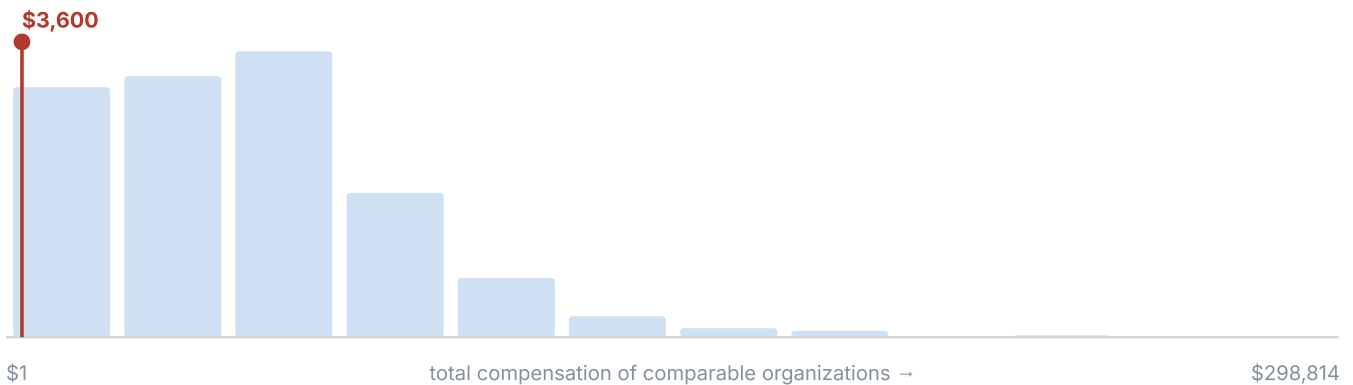
SECTOR Organizations sharing the subject's NTEE classification (S320).

BUDGET Total revenue between \$128,180 and \$286,971 — 0.67x to 1.50x the subject's \$191,314 (the band tightens as size grows).

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

1,141 organizations qualified on sector, size, and geography → **1,141** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,746	\$26,507	\$50,577	\$73,189	\$98,186	\$3,600
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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 IA 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
Chautauqua Opportunities For	NY	\$191,315	Ceo	\$20,241	\$16,704	2024
Downtown West Allis Inc	WI	\$191,279	Exec Director	\$57,500	\$54,844	2024
Village Of Wauwatosa Business Impro	WI	\$191,615	Executive Director	\$82,500	\$81,014	2023
Mercer Area Chamber Of Commerce	WI	\$190,955	Executive Director	\$52,696	\$50,262	2024
Atlas Of West Central Minnesota	MN	\$191,690	Executive Di	\$50,000	\$45,122	2024
Downtown Canandaigua Business Management	NY	\$191,704	C.e.o.	\$45,128	\$38,343	2023
Great Lakes Bay Regional Alliance	MI	\$191,747	Executive Di	\$95,700	\$90,214	2024
Blades Economic Development Corporation	DE	\$190,730	Dockmaster	\$19,200	\$17,170	2024
Green Motors Practices Group	ID	\$191,962	Executive Director	\$64,000	\$62,179	2024
Virginia Beach Restaurant Association	VA	\$190,615	Executive Director	\$68,383	\$62,083	2023
Pawtucket Foundation	RI	\$192,116	Executive Di	\$108,000	\$92,142	2025
Keyah Advanced Rural Manufacturing Alliance	NM	\$190,416	Chief Executive Officer	\$60,500	\$59,429	2024
Main Street Gardnerville	NV	\$190,314	Executive Director	\$62,708	\$59,102	2023
Florida Justice Association	FL	\$190,296	President/secretary	\$18,495	\$15,868	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Reach Waupun Inc	WI	\$192,333	Executive Director	\$27,410	\$25,470	2025
Alliance Area Development	OH	\$192,411	President	\$84,653	\$81,887	2024
Lanesboro Area Chamber Of Commerce	MN	\$190,035	Executive Director	\$40,480	\$36,531	2024
Bakery Confectionery Tobacco	TN	\$192,600	President	\$12,587	\$12,441	2023
Red Oak Chamber And Industry Association Inc	IA	\$192,644	Secretary	\$50,500	\$51,992	2023
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$80,243	2024
The 117 Electrical Workers	IL	\$189,579	President	\$87,445	\$78,515	2024
Remre Inc	OK	\$189,567	Ceo (Beginning 8/2024)	\$5,586	\$5,618	2024
East Village Community	NY	\$189,528	Executive Director	\$81,163	\$66,982	2024
Independence Main Street Inc	KS	\$189,222	Executive Di	\$49,033	\$48,379	2024
Colorado Institute For Public Life	CO	\$193,450	Executive Director	\$129,125	\$113,080	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 **1141** organizations. Compensation range \$1–\$298,814; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$191,314); for reference, expenses \$215,125 and assets \$483,871.
ROLE MATCH	Trista Mclaughlin, reported title "MANAGER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	155 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	28 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	4 th
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	3 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 (Trista Mclaughlin) 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 1141 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 4th 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.