

# Belle Fourche Development

Executive Director / CEO

EIN 460358355

SD · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Hollie Stalder, Executive Director / CEO** (\$70,172) against **every comparable organization** that fit the selection criteria — **551** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Hollie Stalder — 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 (S41).

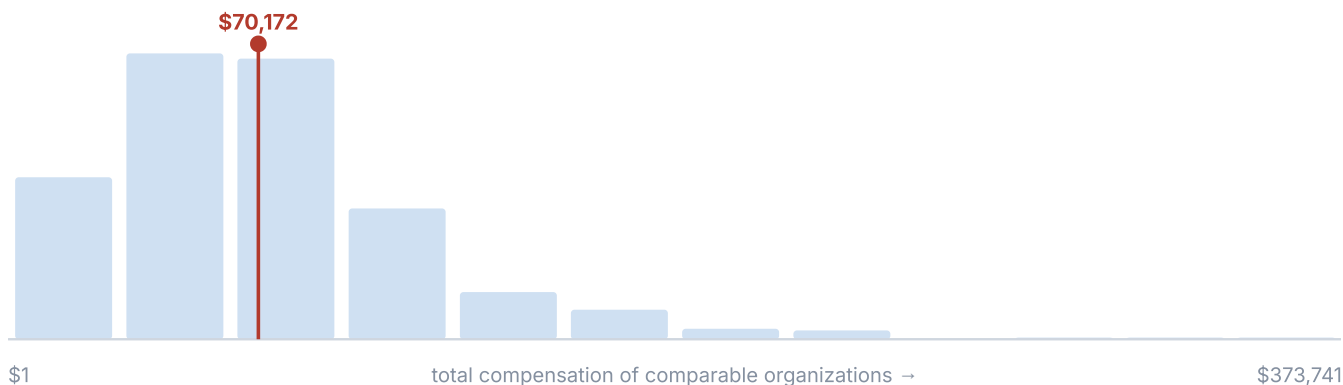
**BUDGET** Total revenue between \$206,493 and \$462,298 — 0.67x to 1.50x the subject's \$308,199 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**551** organizations qualified on sector, size, and geography

→ **551** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,381	\$41,638	\$64,998	\$92,056	\$128,198	\$70,172
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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 SD 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="#">Homeland Security And Defense</a>	DC	\$308,440	President & Ceo	\$318,000	<b>\$245,596</b>	2024
<a href="#">Derivatives Market Institute For Standards Inc</a>	DC	\$308,750	Executive Director	\$47,588	<b>\$36,753</b>	2024
<a href="#">Port Main Street Inc</a>	WI	\$308,828	Executive Director	\$54,769	<b>\$51,828</b>	2023
<a href="#">Newnan-coweta Board Of Realtors</a>	GA	\$308,916	Ceo	\$96,292	<b>\$85,211</b>	2024
<a href="#">Rhode Island Business Group On Health</a>	RI	\$307,151	Executive Director	\$71,833	<b>\$62,411</b>	2023
<a href="#">The Pride Chamber</a>	FL	\$309,347	Executive Director	\$43,750	<b>\$36,172</b>	2024
<a href="#">Nevada Dispensary Association A Nevada</a>	NV	\$307,021	Executive Director	\$152,672	<b>\$138,664</b>	2023
<a href="#">Rocky Mountain Gas Association</a>	UT	\$309,422	Executive Director	\$66,000	<b>\$61,206</b>	2023
<a href="#">Western Regional Master Builders Assn</a>	CA	\$309,665	Ex.vp/sec/treas	\$154,800	<b>\$114,611</b>	2025
<a href="#">Asheville Independent Restaurant</a>	NC	\$309,799	Executive Di	\$84,000	<b>\$76,388</b>	2024
<a href="#">Indy Crew Inc</a>	IN	\$310,250	Executive Director	\$40,500	<b>\$37,589</b>	2024
<a href="#">Hudson County Chamber Of Commerce</a>	NJ	\$310,558	President & Ceo	\$136,830	<b>\$107,519</b>	2024
<a href="#">Illinois Real Estate Lawyers Association</a>	IL	\$305,762	President	\$54,000	<b>\$48,103</b>	2023
<a href="#">Brewers Of Pennsylvania</a>	PA	\$305,632	Executive Director	\$60,000	<b>\$54,215</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kansas Tech Council Inc</a>	KS	\$311,360	Executive Director	\$54,808	<b>\$53,651</b>	2023
<a href="#">Harbor Springs Chamber Of Commerce</a>	MI	\$304,959	Executive Director	\$70,083	<b>\$63,664</b>	2024
<a href="#">Electrical League Of Northern Ohio</a>	OH	\$311,615	Executive Director Secretary	\$69,500	<b>\$64,785</b>	2024
<a href="#">Maritime Transportation System</a>	AR	\$304,715	Executive Director, Treasurer	\$48,464	<b>\$47,945</b>	2024
<a href="#">National Veteran Small Business Coalition</a>	DC	\$304,512	Chief Executive Officer	\$46,797	<b>\$36,142</b>	2024
<a href="#">Hawaii Harbors Users Group</a>	HI	\$312,100	Executive Director	\$83,770	<b>\$66,008</b>	2024
<a href="#">Greater Point Pleasant Beach Chamber Of Commerce</a>	NJ	\$304,290	Executive Director	\$73,300	<b>\$57,598</b>	2024
<a href="#">Rhode Island Trucking Association</a>	RI	\$312,746	President/ce	\$116,603	<b>\$101,309</b>	2023
<a href="#">Tma Bluetech</a>	CA	\$312,904	Executive Director	\$116,000	<b>\$88,156</b>	2024
<a href="#">Hermantown Chamber Of Commerce Inc</a>	MN	\$312,918	President/ce	\$76,000	<b>\$66,093</b>	2024
<a href="#">Southwest Metro Chamber Of Commerce</a>	MN	\$302,658	Executive Director	\$81,710	<b>\$71,058</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD cost of living and 2023 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 SD 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 **551** organizations. Compensation range \$1–\$373,741; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$308,199); for reference, expenses \$204,419 and assets \$1,312,799.
ROLE MATCH	Hollie Stalder, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Hollie Stalder) 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 551 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,172 is reasonable (approximately the 56<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.