

Dakota Territory Buffalo

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **James Degenstein, Executive Director / CEO** (\$10,200) against **every comparable organization** that fit the selection criteria — **530** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: James Degenstein — 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).

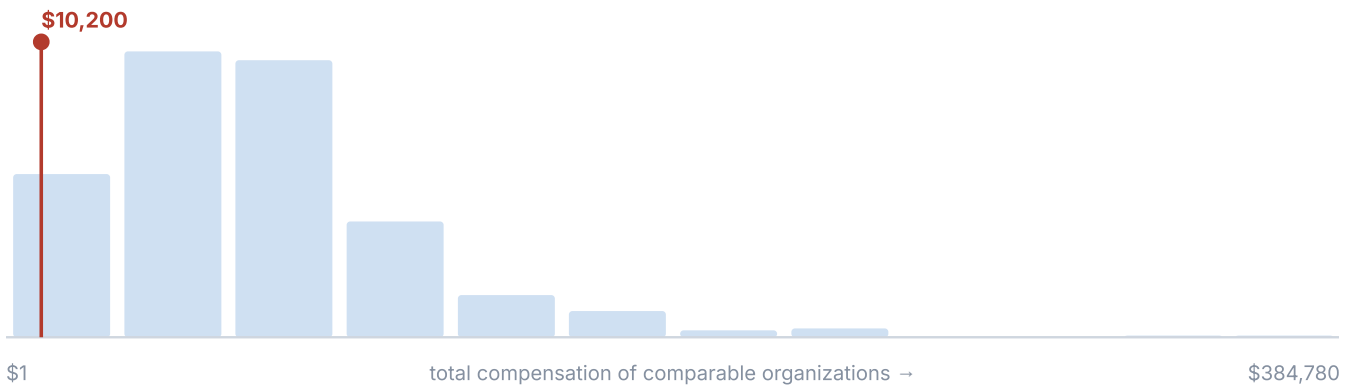
BUDGET Total revenue between \$186,434 and \$417,391 — 0.67x to 1.50x the subject's \$278,261 (the band tightens as size grows).

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

530 organizations qualified on sector, size, and geography

→ **530** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,698	\$42,125	\$65,670	\$91,461	\$126,162	\$10,200
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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
Antelope Valley Chambers Of Commerce	CA	\$278,248	Ceo	\$69,486	\$55,972	2023
Montana Petroleum Marketers &	UT	\$278,309	State Execut	\$142,862	\$132,486	2024
Shared Services Leadership Coalition	VA	\$278,150	Founder, Ceo & Board Membe	\$180,000	\$162,129	2023
Chester County Chamber Of Commerce	SC	\$278,076	Clinton	\$78,613	\$76,506	2023
Gloucester Tourism Alliance Inc	MA	\$278,669	Marketing Director	\$34,104	\$27,769	2024
International Association For The Stability Handli	GA	\$278,729	Secretary	\$7,200	\$6,560	2024
Insurance Institute Of Kentucky	KY	\$279,013	President	\$39,570	\$38,521	2024
Mobilizing And Organizing Virginians For Engagement	VA	\$277,499	Executive Director	\$94,000	\$82,238	2024
Carolina Fintech Hub	NC	\$277,388	President	\$250,000	\$240,973	2023
Structural Engineers Association Of	UT	\$279,362	Executive Di	\$25,300	\$23,462	2024
Florida Association Of Managing	FL	\$279,644	Ceo	\$130,750	\$111,295	2024
San Juan Island Chamber Of Commerce	WA	\$276,774	Executive Di	\$99,484	\$80,705	2024
Catholic Healthcare Partnership Of New Jersey	NJ	\$279,899	President	\$206,127	\$166,757	2024
American Association Of Corporate Optometrists	GA	\$276,603	Executive Director	\$57,200	\$53,653	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Milk Haulers Assn	WI	\$279,994	Executive Director	\$65,000	\$63,326	2023
Fulton County Economic Development	OH	\$276,024	Executive Di	\$17,308	\$16,182	2025
Bellevue Chamber Of Commerce Incorporated	NE	\$281,155	President / Ceo	\$97,005	\$92,101	2025
Pueblo West Chamber Of Commerce	CO	\$275,151	Executive Director	\$27,738	\$24,811	2023
Professional Travel Agents Of North	VA	\$275,101	Treasurer	\$4,200	\$3,674	2024
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$115,496	2024
Ypo Patriot Gold Chapter Of The Young Presidents Organization Inc	MA	\$282,000	Chapter Administrator	\$50,000	\$39,662	2025
International Credit Union Regulators Network Inc	WI	\$274,351	Executive Director	\$123,006	\$119,838	2023
Prosser Chamber Of Commerce	WA	\$274,312	Executive Dir.	\$41,181	\$33,407	2024
Wosa Export Marketing Ltd	NY	\$282,317	Manager	\$136,390	\$111,672	2024
Charlottesville Business Innovation	VA	\$274,073	Executive Director	\$76,667	\$67,074	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 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 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.

● Sample, role match & sensitivity

PEER COUNT	530 organizations. Compensation range \$1–\$384,780; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$278,261); for reference, expenses \$286,045 and assets \$133,201.
ROLE MATCH	James Degenstein, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (James Degenstein) 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 530 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,200 is reasonable (approximately the 6th 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.