

Waucoma Community Development Group

Executive Director / CEO

EIN 464956797
 IA · NTEE W99
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Marlene Klemp, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Marlene Klemp — reported title “SECRETARY/TR”, 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 (W99).

BUDGET Total revenue between \$66,557 and \$149,010 — 0.67x to 1.50x the subject's \$99,340 (the band tightens as size grows).

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

89 organizations qualified on sector, size, and geography → **89** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,098	\$5,324	\$15,518	\$36,154	\$63,511	\$10,000
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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
The White Rainbow Project	CA	\$99,724	Executive Director	\$44,468	\$35,069	2023
National Opportunity Project	IL	\$100,000	President/director	\$289,084	\$259,562	2023
Feast Of Crispian	WI	\$98,596	President & Managing Director	\$28,125	\$26,826	2023
Bin Sba Loan	WA	\$98,556	President/ceo	\$17,743	\$14,092	2024
Create Appalachia	TN	\$100,327	Executive Director	\$51,000	\$46,330	2025
Onecommunity	OH	\$98,183	Ceo	\$13,574	\$12,754	2024
Kiester Legion Post 454	MN	\$97,728	Commander	\$4,716	\$4,134	2024
Center Action Fund	DC	\$97,707	Secretary	\$20,503	\$15,961	2024
American Legion Post 333	IN	\$97,240	Service Officer	\$4,360	\$4,079	2024
Bucks County Center For The	PA	\$102,255	Chairman	\$15,500	\$13,712	2024
St Cloud Standdown Inc	MN	\$96,010	Director	\$2,400	\$2,104	2024
Women In Global Health Inc	CA	\$93,956	Former Executive Director	\$167,500	\$128,306	2024
Sanford Underground Research	SD	\$93,207	Foundation D	\$6,361	\$6,228	2024
Young Marines National Foundation	FL	\$93,099	Executive Director	\$30,000	\$25,739	2023
Kim Center For Social Balance	CA	\$92,740	Exec Dir	\$80,000	\$61,281	2024
Boreal Community Media	MN	\$91,570	Executive Di	\$18,961	\$17,111	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ellicottville Memorial Post 65	NY	\$107,216	Commander	\$11,349	\$9,366	2023
Cecil Field Powmia Memorial Inc	FL	\$107,335	Director	\$10,408	\$8,673	2024
Lebaron Post Home Association	PA	\$107,789	Director	\$4,700	\$4,281	2023
Delaware Family Policy Council Inc	DE	\$108,525	President & Executive Director	\$35,041	\$30,437	2024
Servicemen's Club Inc	MN	\$108,950	Club Manager	\$40,062	\$36,154	2023
Juice Orange Mound	TN	\$89,709	Executive Director	\$85,000	\$84,946	2022
Townsend Community Access And Media Inc	MA	\$89,371	Executive Director	\$61,339	\$50,341	2023
American Legion Post 12	VT	\$109,920	Finance Offi	\$15,000	\$13,394	2024
Water Resources Association Of The	PA	\$111,947	Executive Dir.	\$86,869	\$79,118	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 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	89 organizations. Compensation range \$46–\$259,562; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$99,340); for reference, expenses \$103,126 and assets \$850,797.
ROLE MATCH	Marlene Klemp, reported title " <i>SECRETARY/TR</i> ", 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	11 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	38 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	35 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 (Marlene Klemp) 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 89 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 38th 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.