

Ravenna Economic Development Corp

Executive Director / CEO

EIN 465433447

NE · NTEE S41

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Zachary West, Executive Director / CEO** (\$49,685) against **every comparable organization** that fit the selection criteria — **533** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

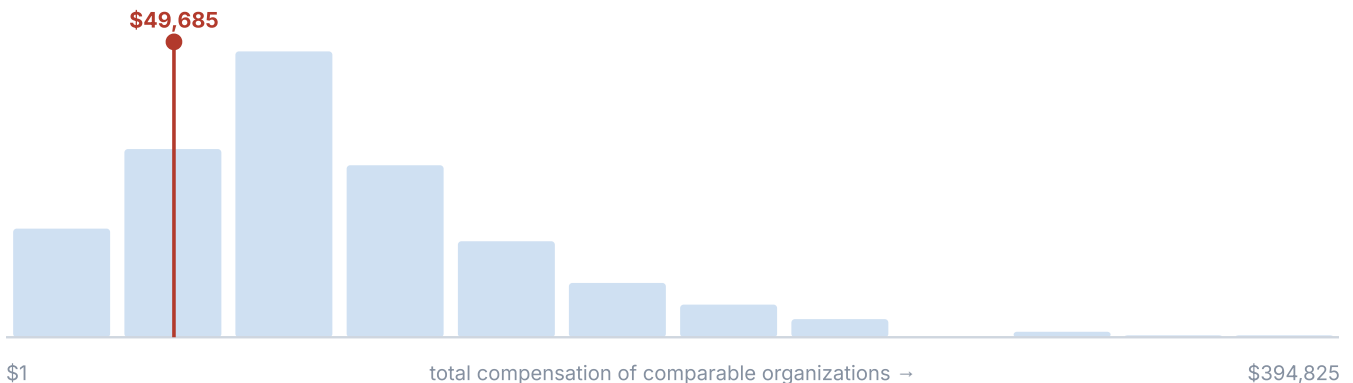
Benchmarked executive: Zachary West — reported title “EXECUTIVE D”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$291,922 and \$653,557 — 0.67x to 1.50x the subject's \$435,705 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

533 organizations qualified on sector, size, and geography → **533** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,745	\$57,743	\$84,204	\$123,953	\$176,003	\$49,685
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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 NE 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
Alameda Chamber Of Commerce	CA	\$435,716	President & Ceo	\$147,804	\$118,663	2024
Children's Hospitals Alliance Of Tn	TN	\$435,655	President	\$200,144	\$195,600	2024
Placer Nevada County Medical Society	CA	\$435,982	Executive Director	\$98,250	\$78,879	2024
I S Pullers Nfp	IL	\$433,665	President	\$5,000	\$4,570	2024
Professional Land Surveyors Of Ohio	OH	\$433,153	Exec Directo	\$85,500	\$86,683	2023
Carroll County Chamber Of Commerce	IN	\$438,268	Executive Di	\$52,500	\$52,996	2023
Visit Freeport	ME	\$438,536	Executive Director	\$61,658	\$59,099	2023
The Association Of Art Museum Curators	NY	\$438,591	Executive Director	\$14,956	\$12,937	2023
Builders Association Of South Florida	FL	\$438,863	Executive Officer	\$193,000	\$168,572	2024
Northeast Seafood Coalition Inc	MA	\$432,538	Executive Director	\$108,584	\$88,382	2025
Mendota Area Chamber Of Commerce	IL	\$432,381	President And Ceo	\$41,669	\$38,088	2024
Alliance For Community Media	MN	\$439,479	President & Ceo	\$162,760	\$149,527	2024
Georgia Association Of School Business Officials	GA	\$430,889	Po Box 192, Fitzgerald, Ga 31750	\$30,500	\$29,355	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Air And Expedited Motor Carriers Association	KY	\$430,500	Executive Director	\$125,322	\$125,184	2024
Association Of Official Seed	GA	\$430,379	Ceo	\$137,891	\$128,907	2024
Angier Chamber Of Commerce	NC	\$429,638	Executive Di	\$51,621	\$51,056	2023
National Rural Lenders Association Inc	MS	\$442,140	Executive Director	\$22,320	\$23,113	2024
American Association Of Dental	MO	\$429,238	Executive Director	\$49,056	\$47,063	2025
Esports Trade Association	IL	\$428,000	Chairman	\$20,749	\$18,966	2024
Energy Council	CO	\$443,784	Executive Dir.	\$90,254	\$80,463	2024
Lower Bucks County Chamber Of Commerce	PA	\$427,438	Executive Dir.	\$57,243	\$53,075	2024
Anderson County Chamber Of Commerce Inc	TN	\$427,412	President Non Voting	\$42,708	\$41,738	2024
495 Metrowest Corridor Partnership Inc	MA	\$427,385	Executive Director	\$125,699	\$108,122	2023
European-american Chamber Of Commerce	OH	\$444,419	Executive Director - Start 06/23	\$64,545	\$65,438	2023
National Association Of Fraternal	MN	\$445,224	Executive Di	\$84,460	\$77,593	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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	533 organizations. Compensation range \$1–\$394,825; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$435,705); for reference, expenses \$90,834 and assets \$660,480. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Zachary West, reported title " <i>EXECUTIVE D</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	20 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	16 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 (Zachary West) 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 533 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,685 is reasonable (approximately the 20th 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.