

Professional Business Development Group

Executive Director / CEO

EIN 472013279

OR · NTEE S03

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **J M Matt Hennessee, Executive Director / CEO** (\$18,830) against **every comparable organization** that fit the selection criteria — **1737** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: J M Matt Hennessee — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S03).
BUDGET	Total revenue between \$205,793 and \$460,731 — 0.67x to 1.50x the subject's \$307,154 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,737 organizations qualified on sector, size, and geography → **1,737** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,300	\$39,618	\$70,523	\$97,517	\$136,293	\$18,830
----------	----------	----------	----------	-----------	-----------------



■ 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 OR 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
Rhode Island Business Group On Health	RI	\$307,151	Executive Director	\$71,833	\$74,171	2023
Center City Of Amarillo Inc	TX	\$307,268	Executive Di	\$126,750	\$132,614	2024
Nevada Dispensary Association A Nevada	NV	\$307,021	Executive Director	\$152,672	\$164,791	2023
South Central Dakota Regional Council	ND	\$307,001	Executive Director	\$102,661	\$117,836	2024
The San Juan Safe Communities	NM	\$307,335	Executive Dir.	\$63,000	\$70,873	2024
latse Realty Corporation	CA	\$306,858	Director	\$132,051	\$119,263	2024
Crime Stoppers Of Northeast Florida	FL	\$307,480	Executive Di	\$67,465	\$66,289	2024
Upper Manhattan Together Inc	NY	\$307,486	Lead Organizer	\$91,538	\$86,516	2024
Sdc Services Corp	CO	\$307,574	President Secretary	\$102,957	\$103,258	2024
Virginia Black Chamber Of Commerce Foundation	VA	\$307,711	President	\$105,883	\$110,089	2023
T R Hoover Community Development Corporation Inc	TX	\$307,878	5106 Bexar St Dallas Tx 75215	\$15,000	\$16,157	2023
Central Texas Angel Network	TX	\$306,410	Executive Director	\$128,792	\$134,750	2024
Send Musicians To Prison	TN	\$306,358	President	\$68,100	\$77,082	2023
The Design Platform	LA	\$307,980	Secretary	\$186,153	\$220,727	2023
Belle Fourche Development	SD	\$308,199	Executive Di	\$70,172	\$83,394	2023
Rvwa Inc	IN	\$308,234	President	\$15,385	\$16,970	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pederec Inc	VA	\$308,373	Director	\$58,420	\$58,998	2024
Homeland Security And Defense	DC	\$308,440	President & Ceo	\$318,000	\$291,872	2024
Illinois Real Estate Lawyers Association	IL	\$305,762	President	\$54,000	\$57,167	2023
Kanaka Economic Development Alliance	HI	\$305,646	Executive Director	\$72,193	\$69,600	2023
Brewers Of Pennsylvania	PA	\$305,632	Executive Director	\$60,000	\$64,431	2023
Haitian American Center For Social Economic Dev Az	AZ	\$308,687	Executive Director	\$36,541	\$37,842	2023
The Blacksburg Partnership	VA	\$308,696	President	\$110,738	\$111,834	2024
Derivatives Market Institute For Standards Inc	DC	\$308,750	Executive Director	\$47,588	\$43,678	2024
Livermore Downtown Inc	CA	\$308,752	Executive Director	\$105,232	\$95,042	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	1737 organizations. Compensation range \$1–\$702,547; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$307,154); for reference, expenses \$187,879 and assets \$525,837.
ROLE MATCH	J M Matt Hennessee, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 203 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 67 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	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	63 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 (J M Matt Hennessee) 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 1737 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,830 is reasonable (approximately the 13th 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.