

# Creative Enterprise Zone

Executive Director / CEO

EIN 473199574

MN · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela Casselton, Executive Director / CEO** (\$91,528) against **every comparable organization** that fit the selection criteria — **453** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

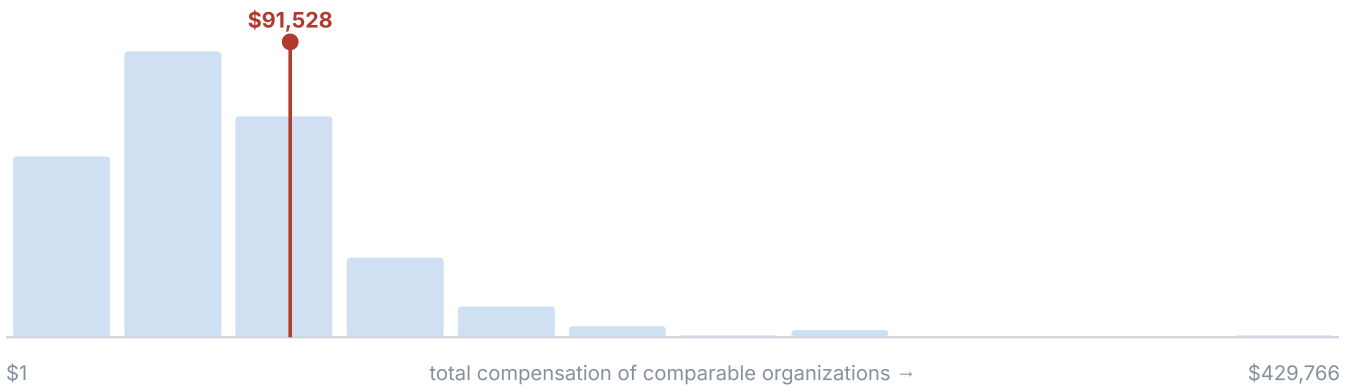
**Benchmarked executive:** Angela Casselton — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$149,978 and \$335,772 — 0.67x to 1.50x the subject's \$223,848 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**453** organizations qualified on sector, size, and geography → **453** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,363	\$40,383	\$65,187	\$91,450	\$127,931	\$91,528
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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 MN 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="#">Western Medical Center</a>	CA	\$223,931	Chief Of Staff	\$60,000	<b>\$53,982</b>	2023
<a href="#">Icti C A R E Foundation Inc</a>	NY	\$223,734	Bookkeeper	\$132,215	<b>\$120,910</b>	2024
<a href="#">Welding Research Council Inc</a>	OH	\$224,007	Secretary	\$25,000	<b>\$27,588</b>	2023
<a href="#">Blair Chiropractic Membership</a>	AL	\$223,589	Executive Director	\$66,824	<b>\$73,061</b>	2024
<a href="#">Veterinary Specialty Practice Alliance Inc</a>	OH	\$223,460	Executive Director	\$62,400	<b>\$66,886</b>	2024
<a href="#">Denver Petroleum Club Inc</a>	CO	\$224,516	Executive Director	\$90,000	<b>\$87,337</b>	2024
<a href="#">Next Generation In Trucking Association</a>	KY	\$223,098	President	\$141,413	<b>\$158,299</b>	2023
<a href="#">Nevada Petroleum Marketers &amp;</a>	UT	\$224,761	State Execut	\$80,285	<b>\$83,158</b>	2024
<a href="#">The Lower Niagara River Region Chamber</a>	NY	\$222,922	Past President	\$82,458	<b>\$75,408</b>	2024
<a href="#">United Vegetable Growers Cooperative</a>	CA	\$225,143	Ceo	\$250,000	<b>\$218,472</b>	2024
<a href="#">Nw High Performance</a>	OR	\$222,514	Executive Dir.	\$134,514	<b>\$130,154</b>	2023
<a href="#">Order Of The Engineer Inc</a>	AZ	\$225,594	Executive Director	\$73,650	<b>\$71,683</b>	2024
<a href="#">Rogue Valley Vintners</a>	OR	\$222,028	Executive Director	\$80,500	<b>\$77,891</b>	2023
<a href="#">Lamoille Economic Development Corp</a>	VT	\$225,726	Executive Director	\$95,000	<b>\$94,276</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bedford Chamber Of Commerce Inc</a>	VA	\$221,895	President	\$55,108	<b>\$55,440</b>	2023
<a href="#">Real Estate Association Of Puget Sound</a>	WA	\$221,839	Chairman	\$70,900	<b>\$66,138</b>	2023
<a href="#">Georgia Head Start Association Inc</a>	GA	\$221,542	Executive Director	\$67,371	<b>\$68,555</b>	2024
<a href="#">North Carolina Motorsports</a>	NC	\$226,226	Executive Di	\$60,000	<b>\$62,742</b>	2024
<a href="#">German American Business Assoc Of Calif</a>	CA	\$226,244	Executive Director	\$48,692	<b>\$42,551</b>	2024
<a href="#">Misquamicut Business Association</a>	RI	\$226,497	Executive Di	\$56,300	<b>\$54,634</b>	2024
<a href="#">Shoreline Chamber Of Commerce</a>	CT	\$226,889	President	\$72,500	<b>\$68,795</b>	2024
<a href="#">Missouri State Assessors Association</a>	MO	\$220,614	Secretary	\$300	<b>\$322</b>	2024
<a href="#">New Mexico Independent Power Producers</a>	AZ	\$227,260	Director	\$182,733	<b>\$177,853</b>	2024
<a href="#">Greater Fairbanks Board Of Realtors</a>	AK	\$220,348	Executive Di	\$85,522	<b>\$82,747</b>	2024
<a href="#">Fine Chocolate Industry Association</a>	WA	\$227,361	Executive Dir.	\$56,667	<b>\$52,861</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	453 organizations. Compensation range \$1–\$429,766; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$223,848); for reference, expenses \$208,779 and assets \$252,201.
ROLE MATCH	Angela Casselton, 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	16 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Angela Casselton) 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 453 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,528 is reasonable (approximately the 75<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.