

Go-edc Foundation Inc

Executive Director / CEO

EIN 473947981

WI · NTEE S31

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Tricia Rathermel, Executive Director / CEO** (\$18,313) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Tricia Rathermel — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S31).

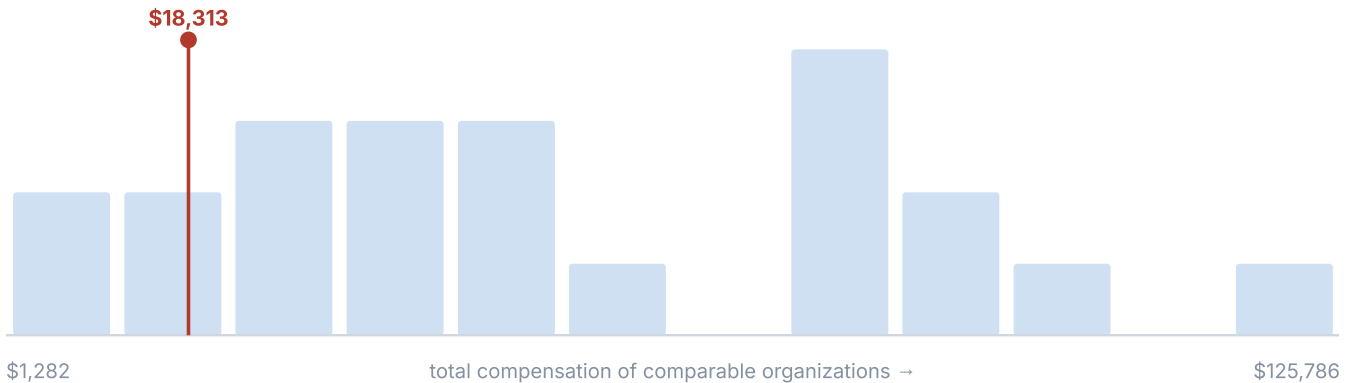
BUDGET Total revenue between \$78,676 and \$176,142 — 0.67x to 1.50x the subject's \$117,428 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,090

\$31,464

\$46,753

\$80,809

\$93,523

\$18,313



■ 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 WI 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
Urban Strategic Solutions	CA	\$116,537	Ceo	\$120,000	\$99,218	2024
Blackville Community Development	SC	\$122,207	Executive Director	\$8,170	\$8,402	2023
The Andre Sayegh Civic Association Inc	NJ	\$125,456	Treasurer	\$1,500	\$1,282	2024
Charles Street Development Corp	MD	\$128,646	Executive Director	\$58,500	\$52,369	2024
The Lowry Foundation	CO	\$129,882	Interim Ed	\$24,270	\$22,283	2024
Citywide Small Business Development	OH	\$131,178	President	\$46,542	\$47,201	2024
Friends Of Historic Downtown West Branch	IA	\$131,292	Exec Director	\$57,903	\$60,707	2024
Jamestown Regional Entrepreneur Center	ND	\$135,026	Key Employee	\$75,539	\$79,376	2024
Cass Logansport Economic Developmen	IN	\$143,763	Executive Di	\$80,501	\$81,287	2024
Agricultural Development Initiatives	TN	\$146,233	Ceo, President, Director	\$85,800	\$88,907	2023
Crowley Main Street	LA	\$84,555	Director	\$18,749	\$20,352	2023
Destination Madison Foundation Inc	WI	\$84,504	President/ceo	\$31,757	\$31,757	2024
Parramore District Inc	FL	\$83,081	Exec. Dir.	\$50,000	\$46,304	2023
Downtown Mebane Development Corporation	NC	\$152,611	Executive Director	\$38,020	\$36,646	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Comeunity Cafe	TN	\$156,995	Assistant	\$19,360	\$20,061	2023
Fredericksburg Virginia Main Street Inc	VA	\$160,940	Interim Executive Director	\$35,000	\$33,314	2023
The Valley Center Opportunity Zone	NV	\$161,025	President Ceo	\$35,000	\$33,593	2024
Cathedral District-jax Inc	FL	\$165,794	Ceo/presiden	\$93,675	\$84,262	2024
Columbia Valley Housing Association Db	WA	\$171,894	Executive Dir.	\$35,538	\$31,366	2023
Greater Austin San Antonio Corridor	TX	\$172,168	President	\$131,325	\$125,786	2024
Main Street Fort Pierce Inc	FL	\$172,200	Executive Di	\$107,307	\$94,036	2025
Baltimore Avenue Redevelopment Corporation	PA	\$174,500	President	\$80,418	\$76,789	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	22 organizations. Compensation range \$1,282–\$125,786; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$117,428); for reference, expenses \$136,810 and assets \$255,643.
ROLE MATCH	Tricia Rathermel, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	86 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 (Tricia Rathermel) 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 10, 2026, comparing compensation against 22 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,313 is reasonable (approximately the 9th 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 10, 2026.