

Christmas In April St Marys County

Executive Director / CEO

EIN 521722094
 MD · NTEE S20Z
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Darene Kleinsorgen, Executive Director / CEO** (\$54,750) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

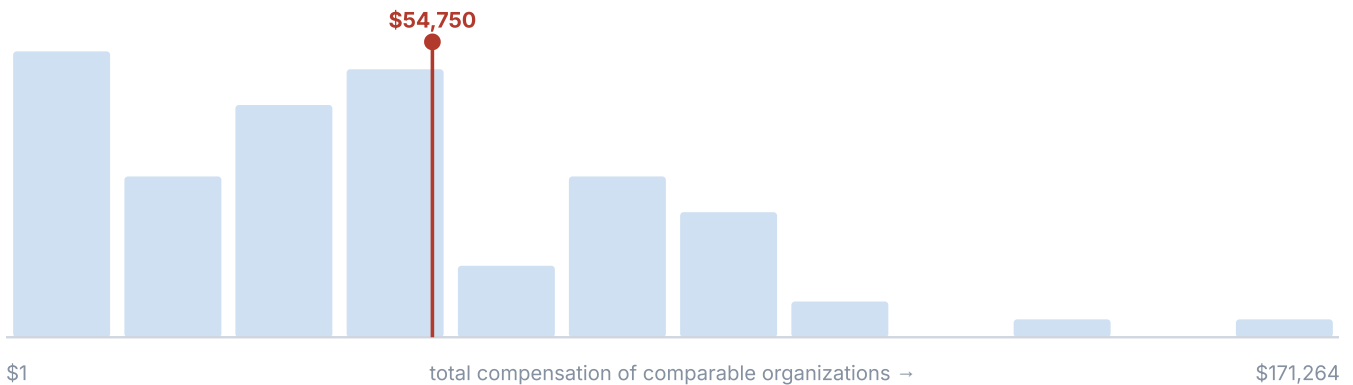
Benchmarked executive: Darene Kleinsorgen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20Z).
BUDGET	Total revenue between \$73,399 and \$164,326 — 0.67x to 1.50x the subject's \$109,551 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,952	\$21,338	\$43,528	\$73,680	\$87,831	\$54,750
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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 MD 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
Decatur County Development Corp	IA	\$108,957	Executive Director	\$45,824	\$55,087	2024
Loving Library	AZ	\$107,908	Ceo	\$30,000	\$31,677	2024
Town Square Inc	NY	\$107,852	Executive Director	\$30,000	\$29,764	2024
Lakewood Seward Park Community	WA	\$111,789	Executive Dire	\$20,017	\$20,258	2023
Aberdeen Main Street Inc	MS	\$106,433	Coordinator	\$17,450	\$21,338	2024
Urbandale Community Action Network	IA	\$106,206	Executive Director	\$40,357	\$49,948	2023
Motivated Young Scholars	PA	\$114,532	Youth And Family Services	\$12,000	\$13,139	2024
Theclevelandobserver	OH	\$115,375	Vice President	\$700	\$838	2023
Osgood Beautification And Main Street De	IN	\$102,008	Treasurer	\$475	\$550	2024
Mckinley Park Development Council	IL	\$100,234	Managing Dir.	\$5,167	\$5,578	2024
Promote Carmel Inc	IN	\$100,190	Officer	\$48,750	\$56,444	2024
Laurel Redevelopment Corporation	DE	\$100,146	Executive Di	\$75,000	\$80,628	2024
Oakland Renaissance Nmtc Inc	CA	\$99,920	President	\$145,905	\$138,326	2024
Tourism-recreation Investment Partnership Of David	NC	\$119,621	Executive Director	\$79,166	\$87,495	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Collective Empowerment Group	MD	\$99,445	President	\$10,000	\$10,568	2023
Bexley Area Chamber Of Commerce	OH	\$119,719	Executive Di	\$47,539	\$55,282	2024
Omro Area Community Center Inc	WI	\$99,281	Executive Director	\$21,713	\$24,896	2024
Hustle Winston-salem	NC	\$120,434	Executive Director	\$33,333	\$38,932	2023
Shreveport Common Inc	LA	\$96,199	Executive Director	\$60,000	\$74,681	2023
Our Village Community Center	UT	\$95,109	President	\$10,500	\$12,147	2023
Summit Impact	CA	\$124,138	Executive Di	\$175,464	\$171,264	2023
El Dorado Main Street Inc	KS	\$124,748	Executive Director	\$35,000	\$41,514	2024
Quality Life Blueprint	NC	\$93,278	Executive Director	\$31,154	\$35,342	2024
Mountaineer Hbpa Benevolent Trust	WV	\$127,040	Trust Administrator	\$20,533	\$24,409	2024
Sakan Community Resources Inc	MN	\$91,376	Managing Director	\$70,475	\$76,457	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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	77 organizations. Compensation range \$1–\$171,264; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$109,551); for reference, expenses \$103,226 and assets \$50,606.
ROLE MATCH	Darene Kleinsorgen, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	62 nd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	56 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 (Darene Kleinsorgen) 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 77 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,750 is reasonable (approximately the 62nd 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.