

# West Virginia Association Of

Executive Director / CEO

This analysis benchmarks the total compensation of **Ryan Gilkerson, Executive Director / CEO** (\$102,078) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

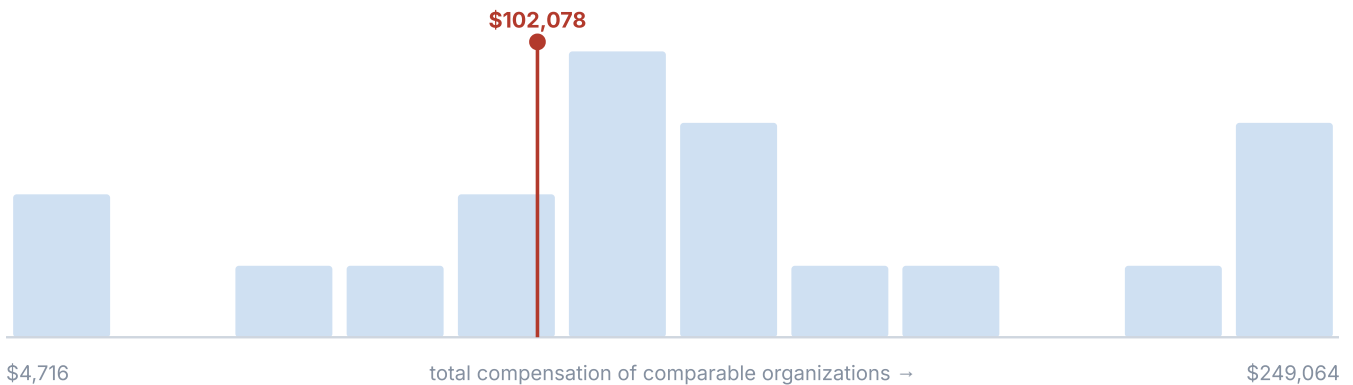
**Benchmarked executive:** Ryan Gilkerson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S46).
BUDGET	Total revenue between \$319,373 and \$715,015 — 0.67x to 1.50x the subject's \$476,677 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S46), nationwide + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$51,907	\$89,177	\$125,838	\$175,628	\$236,126	\$102,078
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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 WV 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="#">Bctgm Local Union 167g</a>	ND	\$462,735	President	\$106,704	<b>\$108,149</b>	2024
<a href="#">Dakota Territory Gun Collectors</a>	SD	\$505,617	President	\$4,494	<b>\$4,716</b>	2023
<a href="#">Park City Area Home Builders Association</a>	UT	\$506,845	Executive Officer	\$133,125	<b>\$125,838</b>	2024
<a href="#">Alaska Native Village Corporation Association</a>	AK	\$512,574	Executive Director	\$135,000	<b>\$119,204</b>	2024
<a href="#">Montana Petroleum Association</a>	MT	\$427,492	Prev Exec. Dir.	\$62,231	<b>\$61,955</b>	2024
<a href="#">Medical Staff Of Good Samaritan Hospital</a>	CA	\$427,380	Past Chief Of Staff	\$14,688	<b>\$11,714</b>	2024
<a href="#">Energy Trading Institute</a>	DC	\$423,863	Secretary	\$294,796	<b>\$238,923</b>	2024
<a href="#">Industry Council For Emergency Response</a>	DC	\$402,605	Executive Director	\$223,321	<b>\$186,341</b>	2023
<a href="#">International Boarding &amp; Pet Services</a>	NM	\$565,513	Ceo	\$90,000	<b>\$89,403</b>	2024
<a href="#">Home Builder's Association Of St Joseph</a>	IN	\$382,462	Executive Director	\$69,900	<b>\$70,092</b>	2023
<a href="#">Healthy Markets Association</a>	DC	\$581,673	President/ce	\$307,308	<b>\$249,064</b>	2024
<a href="#">Hawaii Asphalt Paving Industry</a>	HI	\$365,905	Executive Di	\$204,718	<b>\$164,915</b>	2025
<a href="#">California Association Of Public</a>	CA	\$604,685	Executive Dir.	\$178,173	<b>\$138,432</b>	2025
<a href="#">New York Gaming Association Inc</a>	NY	\$345,000	Executive Dir.	\$168,465	<b>\$144,749</b>	2023
<a href="#">Commercial Board Of Realtors Inc</a>	MI	\$611,375	Ceo	\$116,688	<b>\$111,238</b>	2024
<a href="#">Missouri Biotechnology Association</a>	MO	\$637,473	Executive Di	\$219,612	<b>\$221,173</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pennsylvania Municipal Electric</a>	PA	\$654,129	Executive Di	\$150,042	<b>\$142,275</b>	2023
<a href="#">Castle Rock Economic</a>	CO	\$675,707	President &	\$258,211	<b>\$235,427</b>	2023
<a href="#">International Masters Of Gaming Law</a>	NV	\$710,583	Director	\$96,083	<b>\$88,951</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 19 organizations. Compensation range \$4,716–\$249,064; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$476,677); for reference, expenses \$392,873 and assets \$859,473.

**ROLE MATCH** Ryan Gilkerson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>32<sup>nd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>32<sup>nd</sup></b>
Reportable pay only (column D), adjusted	<b>32<sup>nd</sup></b>
All sources (D + E + F), adjusted	<b>32<sup>nd</sup></b>

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

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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 (Ryan Gilkerson) 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 19 similarly situated organizations (Same NTEE sector (S46), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,078 is reasonable (approximately the 32<sup>nd</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.