

# German American Business Assoc Of Calif

Executive Director / CEO

EIN 562313037  
 CA · NTEE S41  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jeannet Kiessling, Executive Director / CEO** (\$48,692) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

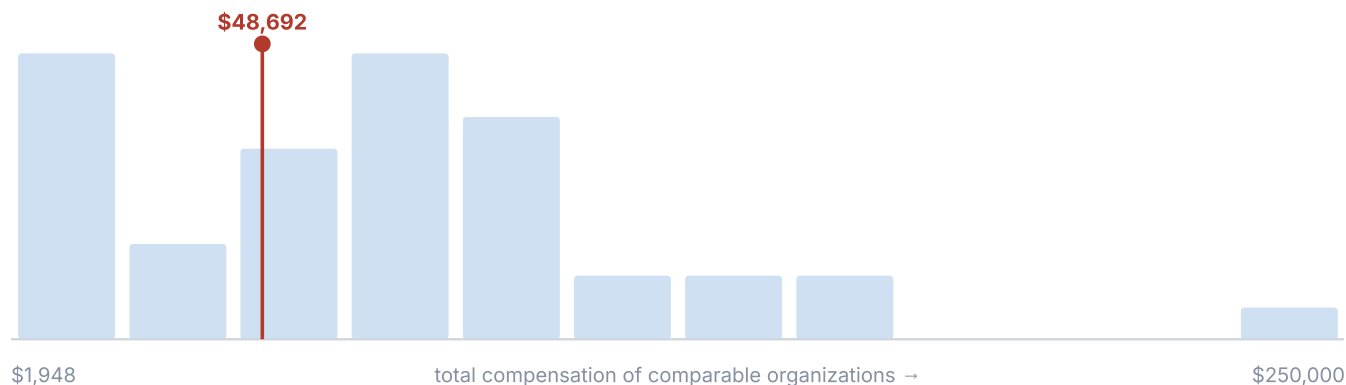
**Benchmarked executive:** Jeannet Kiessling — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$151,583 and \$339,366 — 0.67x to 1.50x the subject's \$226,244 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + CA + budget 0.67–1.5x revenue.

**41** organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,733	\$40,152	\$71,538	\$92,658	\$130,236	\$48,692
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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 CA 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="#">United Vegetable Growers Cooperative</a>	CA	\$225,143	Ceo	\$250,000	<b>\$250,000</b>	2024
<a href="#">Western Medical Center</a>	CA	\$223,931	Chief Of Staff	\$60,000	<b>\$61,772</b>	2023
<a href="#">Secure Water Alliance</a>	CA	\$230,595	Executive Dir.	\$90,000	<b>\$92,658</b>	2023
<a href="#">Ccidc Inc</a>	CA	\$232,400	Executive Dir.	\$84,000	<b>\$84,000</b>	2024
<a href="#">Hemet San Jacinto Valley Chamber Of</a>	CA	\$235,344	Executive Dir.	\$68,577	<b>\$68,577</b>	2024
<a href="#">Lakeshore Avenue Business Improvement</a>	CA	\$235,378	Co-director	\$14,356	<b>\$14,356</b>	2024
<a href="#">Culver City Arts District</a>	CA	\$216,320	Executive Dir.	\$12,368	<b>\$12,733</b>	2023
<a href="#">Sonoma Alliance For Vineyards And</a>	CA	\$212,922	Executive Dir.	\$86,996	<b>\$89,566</b>	2023
<a href="#">Lake Forest Chamber Of Commerce Inc</a>	CA	\$240,795	Ceo	\$62,385	<b>\$62,385</b>	2024
<a href="#">Black Business Association Of La</a>	CA	\$210,410	President	\$49,500	<b>\$50,962</b>	2023
<a href="#">Mountain Counties Water</a>	CA	\$209,216	Executive Dir.	\$102,000	<b>\$105,013</b>	2023
<a href="#">Medical Staff Of Southwest Healthcare</a>	CA	\$244,802	Chief Of Staff	\$39,000	<b>\$40,152</b>	2023
<a href="#">Fishermans Wharf Association</a>	CA	\$206,829	President & Ceo	\$12,000	<b>\$12,000</b>	2024
<a href="#">Oakland Vietnamese Chamber Of Commerce</a>	CA	\$206,602	Executive Director	\$75,000	<b>\$75,000</b>	2024
<a href="#">Medical Staff Of Doctors Medical Center</a>	CA	\$247,482	Chief Of Staff	\$48,000	<b>\$49,418</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">National Association Of Wine Retailers</a>	CA	\$247,521	Executive Director	\$79,175	<b>\$79,175</b>	2024
<a href="#">North Coast Fishermens Cable Committee</a>	CA	\$201,795	President	\$4,319	<b>\$4,319</b>	2024
<a href="#">Phcc Educational Foundation</a>	CA	\$252,617	Ceo	\$13,059	<b>\$13,445</b>	2023
<a href="#">The Village At Sherman Oaks Inc</a>	CA	\$198,810	Executive Director	\$12,000	<b>\$12,354</b>	2023
<a href="#">China Enterprise Council</a>	CA	\$253,683	Director	\$39,000	<b>\$40,152</b>	2023
<a href="#">Sandplay Therapists Of America</a>	CA	\$255,631	Journal Editor	\$14,000	<b>\$14,000</b>	2024
<a href="#">Pomerado Hospital Medical Staff</a>	CA	\$194,837	Past Chief Of Staff	\$62,000	<b>\$63,831</b>	2023
<a href="#">Novato Downtown Old Town Business</a>	CA	\$258,312	Executive Dir.	\$78,624	<b>\$78,624</b>	2024
<a href="#">Wine Artisans Of Santa Lucia Highlands</a>	CA	\$189,600	Executive Dir.	\$101,750	<b>\$101,750</b>	2024
<a href="#">Alameda Health System Medical Staff</a>	CA	\$265,796	Chief Of Staff	\$18,750	<b>\$18,750</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 41 organizations. Compensation range \$1,948–\$250,000; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$226,244); for reference, expenses \$187,869 and assets \$217,170.

<b>ROLE MATCH</b>	Jeannet Kiessling, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	27 <sup>th</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 (Jeannet Kiessling) 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 41 similarly situated organizations (Same NTEE sector (S41) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,692 is reasonable (approximately the 29<sup>th</sup> 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.