

Ripley Main Street Association Inc

Executive Director / CEO

EIN 640948154

MS · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Behm, Executive Director / CEO** (\$41,031) against **every comparable organization** that fit the selection criteria — **544** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S41).

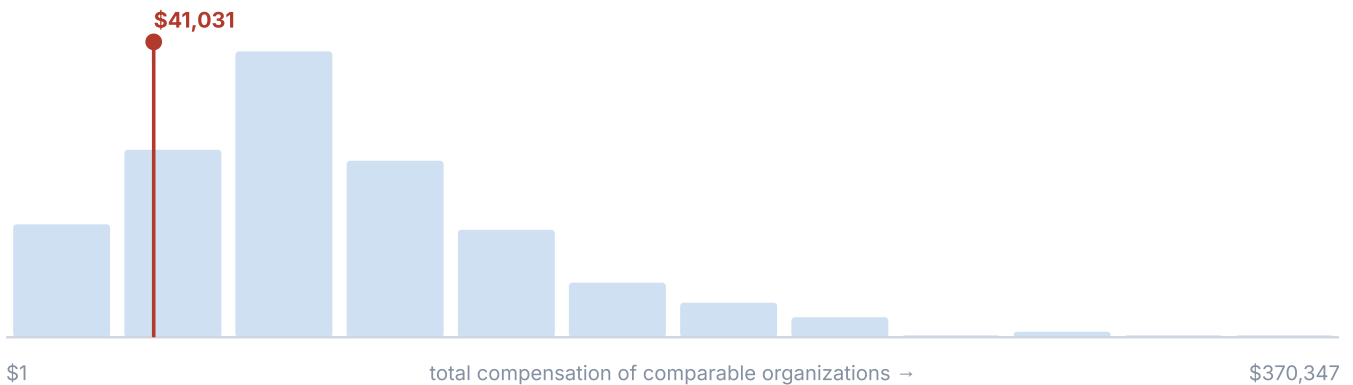
BUDGET Total revenue between \$301,360 and \$674,688 — 0.67x to 1.50x the subject's \$449,792 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

544 organizations qualified on sector, size, and geography

→ **544** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,773	\$54,445	\$79,779	\$117,914	\$166,126	\$41,031
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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 MS 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
Chamber Of Commerce Elizabethton-carter County	TN	\$449,356	Executive Director	\$51,179	\$48,302	2023
Mackinac Island Tourism Bureau	MI	\$450,368	Executive Director	\$180,180	\$166,982	2023
Warren County Chamber Of Business	PA	\$450,619	President/ceo	\$110,529	\$96,127	2024
Central Valley Business Federation	CA	\$451,104	Ceo	\$158,180	\$119,120	2024
Nacm North Central	MN	\$448,422	President	\$24,017	\$20,163	2025
Sustain Socal (Fka Sustain Oc)	CA	\$451,607	President	\$256,366	\$193,061	2024
Liberty County Chamber Of Commerce Inc	GA	\$451,725	Executive Director	\$114,328	\$100,253	2024
Transportation Marketing & Sales Associa	OH	\$451,754	Executive Dir.	\$100,008	\$92,377	2024
Juniata County Agricultural Society	PA	\$447,332	2nd Vice Pre	\$1,225	\$1,066	2024
International Geosynthetics Society	TX	\$452,273	Executive Director	\$55,571	\$48,479	2024
California Wind Energy Association	CA	\$452,468	Exec Dir/sec	\$124,235	\$93,558	2024
Sisters In Crime Inc	MD	\$446,955	Executive Director	\$113,268	\$95,080	2023
American Concrete Pavement	PA	\$446,818	President	\$163,240	\$141,969	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Louisiana Casino Association Inc	LA	\$452,921	Executive Director	\$291,157	\$279,601	2024
Corridor 9495 Regional Chamber Of Commerce	MA	\$446,287	President	\$126,777	\$102,289	2023
Henderson County Economic Development Cor	KY	\$446,098	Executive Director	\$86,018	\$82,976	2023
Edc Team Jefferson	WA	\$453,507	Executive Director	\$97,177	\$78,117	2023
National Association Of Fraternal	MN	\$445,224	Executive Di	\$84,460	\$72,783	2024
European-american Chamber Of Commerce	OH	\$444,419	Executive Director - Start 06/23	\$64,545	\$61,381	2023
Texas Grazing Land Coalition Inc	TX	\$455,646	Executive Director	\$76,500	\$66,737	2024
Energy Council	CO	\$443,784	Executive Dir.	\$90,254	\$75,475	2024
Oregon Society Of Medical Oncology	WA	\$457,317	Exec V. Pres	\$162,700	\$127,037	2024
National Rural Lenders Association Inc	MS	\$442,140	Executive Director	\$22,320	\$21,680	2024
Sister Bay Advancement Association	WI	\$457,953	Comm Coordin	\$53,131	\$48,392	2024
American Concrete Pavement	NY	\$458,268	Executive Di	\$95,582	\$75,325	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2023 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 MS 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	544 organizations. Compensation range \$1–\$370,347; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$449,792); for reference, expenses \$116,620 and assets \$404,902. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Elizabeth Behm, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	16 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	13 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 (Elizabeth Behm) 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 544 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$41,031 is reasonable (approximately the 16th 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.