

Poteau Chamber Of Commerce

Executive Director / CEO

EIN 730534052

OK · NTEE Z99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen, Executive Director / CEO** (\$66,042) against **every comparable organization** that fit the selection criteria — **210** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Karen — reported title “WAGES”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

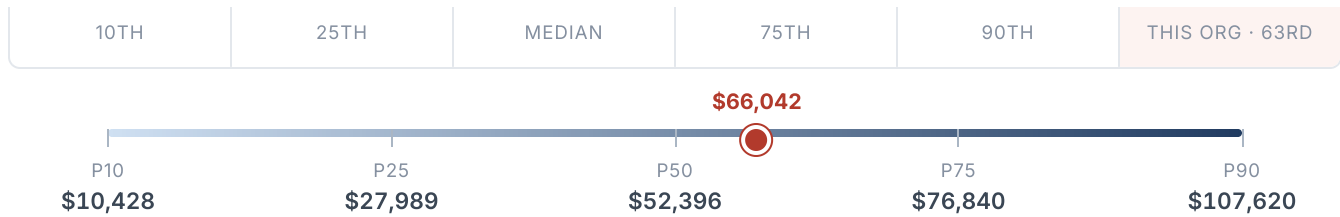
SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$278,709 and \$623,977 — 0.67x to 1.50x the subject's \$415,985 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

210 organizations qualified on sector, size, and geography → **210** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,428	\$27,989	\$52,396	\$76,840	\$107,620	\$66,042
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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 OK 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
Central Sierra Environmental Resource	CA	\$415,147	Ceo/pres	\$111,124	\$84,643	2024
Cleansing Stream Ministries	CA	\$417,659	President	\$68,640	\$52,283	2024
Aids Housing Council	OH	\$413,515	Board Vice President	\$45,540	\$42,547	2024
Minnesota Council For Quality	MN	\$419,951	President	\$138,579	\$120,787	2024
Free 2 Fly Inc	TN	\$411,669	President	\$41,941	\$38,888	2024
Earth Ministry	WA	\$411,610	Executive Director	\$88,665	\$72,091	2023
United Marine Division	NY	\$411,113	President	\$60,000	\$49,238	2023
Charis Foundation Inc	NC	\$410,555	Employee	\$52,833	\$49,577	2023
Breast Cancer Action	CA	\$410,302	Executive Di	\$143,312	\$109,160	2024
Parkinson Association	CA	\$409,950	Executive Dir.	\$91,021	\$71,378	2023
Sound Learning	WA	\$423,767	Exec. Director	\$60,000	\$46,163	2025
Code Savvy	MN	\$408,154	Executive Di	\$13,558	\$11,817	2024
St Luke Association	WA	\$425,148	President	\$535,028	\$422,537	2024
Alliance For Community Development	CA	\$404,289	Executive Director (Left 7/23)	\$64,804	\$50,819	2023
Sonoma County Affordable Homes Inc	CA	\$403,168	President	\$32,623	\$24,849	2024
The Hi-liners	WA	\$402,726	Artistic Direct	\$63,008	\$51,230	2023
West Virginia Parent Training And Information Inc	WV	\$402,490	Executive Director	\$128,982	\$123,189	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadership Anne Arundel Inc	MD	\$400,716	President Ceo	\$110,467	\$91,100	2024
Artspan	CA	\$432,105	Executive Dir.	\$149,732	\$117,419	2023
Hope Inc	MN	\$433,334	Executive Director	\$88,305	\$76,968	2024
King Child Supervision Inc	MI	\$434,026	Executive Director	\$57,754	\$54,137	2023
Molalla River Watch Inc	OR	\$434,329	Executive Director Until 10/15/24	\$74,654	\$61,154	2024
Small Wonders Child Care Centerinc	NY	\$434,669	Executive Di	\$119,443	\$92,753	2025
Vigorous Young Minds Inc	TX	\$396,428	Director	\$75,000	\$66,178	2024
Satyana Institute	CO	\$435,960	Ed/treas/sec	\$3,339	\$2,824	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	210 organizations. Compensation range \$683–\$422,537; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$415,985); for reference, expenses \$484,769 and assets \$274,378.
ROLE MATCH	Karen, reported title " <i>WAGES</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	63 rd
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	50 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 (Karen) 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 210 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,042 is reasonable (approximately the 63rd 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.