

Main Street Altus Inc

Executive Director / CEO

EIN 731433817

OK · NTEE S41Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lynna Wilmes, Executive Director / CEO** (\$45,041) against **every comparable organization** that fit the selection criteria — **467** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

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

How comparable organizations were selected

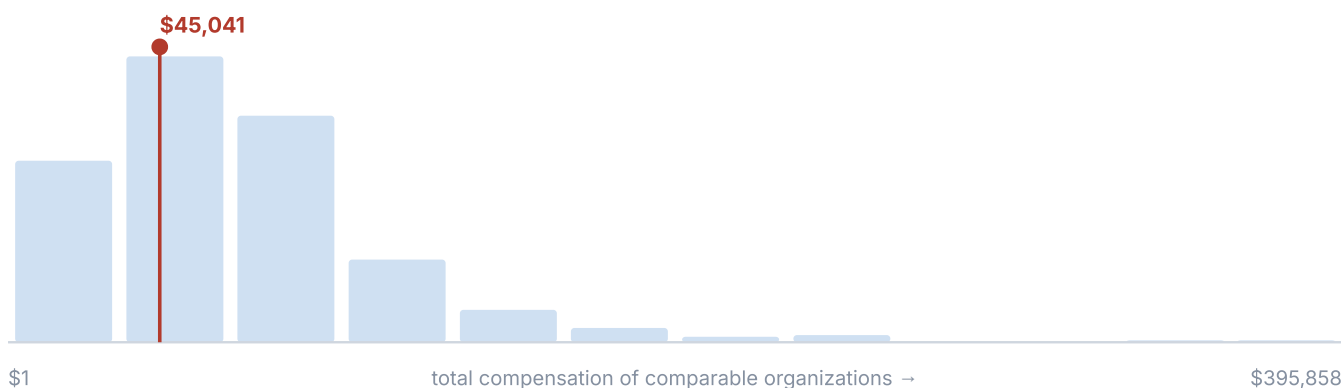
SECTOR Organizations sharing the subject's NTEE classification (S41Z).

BUDGET Total revenue between \$155,935 and \$349,108 — 0.67x to 1.50x the subject's \$232,739 (the band tightens as size grows).

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

467 organizations qualified on sector, size, and geography → **467** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,357

\$37,789

\$60,920

\$85,272

\$123,361

\$45,041



● 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
Desoto Chamber Of Commerce	TX	\$232,518	Presidentceo	\$60,000	\$57,601	2023
Ccidc Inc	CA	\$232,400	Executive Dir.	\$84,000	\$67,615	2024
Maine Grocers & Food Producers	ME	\$232,273	Executive Di	\$101,142	\$94,409	2024
Cass County Visitors Bureau Inc	IN	\$232,103	Former Direc	\$50,026	\$49,178	2024
The Texas Cotton Association	TX	\$231,903	Exec Vice Pres	\$63,000	\$58,746	2024
The Minnesota Trappers Association	MN	\$231,567	Magazine Editor	\$4,410	\$4,182	2023
Ephraim Business Council Ltd	WI	\$234,281	Administrato	\$56,000	\$54,518	2024
Superior Chamber Of Commerce	CO	\$234,379	Exec Director	\$61,250	\$54,749	2024
Algonquin-lake In The Hills Chamber Of Commerce Inc	IL	\$231,049	Executive Director	\$29,077	\$27,435	2023
Association Of Aai Professionals	WA	\$234,468	President & Ceo	\$34,728	\$28,984	2024
Advanced Media Workflow Assoc Inc	WA	\$230,684	Executive Director	\$117,000	\$97,647	2024
Secure Water Alliance	CA	\$230,595	Executive Dir.	\$90,000	\$74,584	2023
Mississippi Energy Institute	MS	\$235,000	President, Secretary, & Tr	\$84,000	\$87,211	2024
Hemet San Jacinto Valley Chamber Of	CA	\$235,344	Executive Dir.	\$68,577	\$55,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lakeshore Avenue Business Improvement	CA	\$235,378	Co-director	\$14,356	\$11,556	2024
Greater Blythewood Chamber Of Commerce	SC	\$229,897	Admin Asst	\$17,058	\$16,161	2025
Boulder Area Rental Housing Associa	CO	\$235,863	Executive Di	\$142,521	\$124,109	2025
Metropolitan Memphis Hotel &	TN	\$229,231	President	\$165,000	\$161,676	2024
North American Transit Alliance Inc	MD	\$236,250	Executive Director	\$56,013	\$48,815	2024
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$56,247	2024
Foundation For Strategic Sourcing Inc	VA	\$236,820	Executive Dir.	\$46,669	\$43,246	2023
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	Executive Director	\$77,184	\$69,587	2023
Airport Gateway Business Association	WI	\$228,260	Executive Dir.	\$105,325	\$102,538	2024
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$72,004	2024
Professional Racers Owners	IN	\$237,637	Secretary/tr	\$82,500	\$81,101	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 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 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 **467** organizations. Compensation range \$1–\$395,858; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$232,739); for reference, expenses \$236,030 and assets \$113,930.
ROLE MATCH	Lynna Wilmes, reported title " <i>PROGRAM DIRECTOR</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	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	31 st
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	28 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 (Lynna Wilmes) 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 467 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,041 is reasonable (approximately the 31st 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.