

# Bend Ice

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Anne Marie Daggett, Executive Director / CEO** (\$1,386) against **every comparable organization** that fit the selection criteria — **205** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 1<sup>st</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Anne Marie Daggett — reported title "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

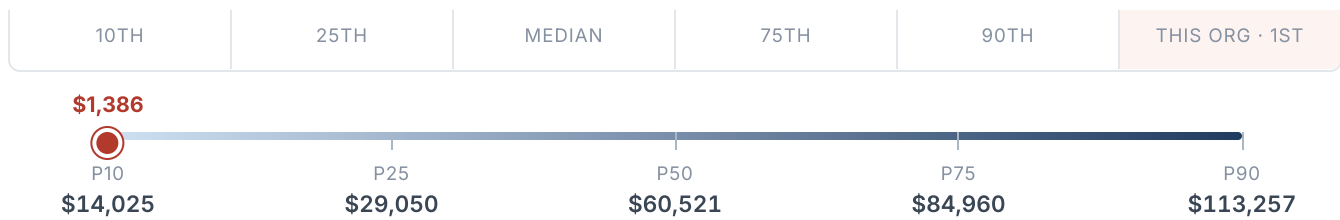
SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$211,299 and \$473,058 — 0.67x to 1.50x the subject's \$315,372 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**205** organizations qualified on sector, size, and geography → **205** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,025	\$29,050	\$60,521	\$84,960	\$113,257	<b>\$1,386</b>
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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 OR 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="#">Environmental Resource Center</a>	ID	\$315,113	Executive Di	\$68,428	<b>\$78,385</b>	2024
<a href="#">San Leandro Education Foundation</a>	CA	\$317,348	Executive Director	\$75,000	<b>\$67,941</b>	2025
<a href="#">The Master's Mission</a>	WA	\$312,909	President	\$96,808	<b>\$93,331</b>	2024
<a href="#">Lakefront Senior Residences Inc</a>	KS	\$312,721	President	\$2,639	<b>\$3,070</b>	2024
<a href="#">Packard Group Ii</a>	MI	\$311,555	President	\$18,593	<b>\$20,665</b>	2024
<a href="#">Salem Arms Community Housing</a>	WA	\$310,832	Executive Director	\$71,600	<b>\$69,029</b>	2024
<a href="#">Citizen Outreach Foundation Inc</a>	NV	\$320,232	Vice President	\$14,000	<b>\$15,111</b>	2024
<a href="#">Baltimore Zionist District Inc</a>	MD	\$310,449	Executive Di	\$109,000	<b>\$109,734</b>	2024
<a href="#">Ocean Beach School District Foundation</a>	WA	\$320,849	Administrator	\$10,200	<b>\$10,124</b>	2023
<a href="#">Educational Divide Reform Inc</a>	MA	\$321,178	President	\$20,000	<b>\$19,353</b>	2024
<a href="#">Affiliated Council-center For</a>	OH	\$321,336	Pres/ceo	\$24,470	<b>\$27,909</b>	2024
<a href="#">Pegasus Therapeutic Riding Center</a>	CA	\$307,891	Executive Dir.	\$93,222	<b>\$86,682</b>	2024
<a href="#">Mariposa Housing Inc</a>	CA	\$307,819	Executive Dir.	\$3,602	<b>\$3,349</b>	2024
<a href="#">Bluebonnet Casa Inc</a>	TX	\$323,846	Executive Director	\$64,300	<b>\$69,261</b>	2024
<a href="#">New York State Recreation &amp;</a>	NY	\$306,420	Executive Dir.	\$55,000	<b>\$53,518</b>	2024
<a href="#">Orange County Bar Association Charitable</a>	CA	\$306,363	Ceo / Executive Director	\$17,519	<b>\$16,290</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Colorado Park Housing Corporation</a>	CA	\$306,194	President & Ceo	\$65,738	<b>\$62,932</b>	2023
<a href="#">Westchester Putnam Health Management Systems Inc</a>	NY	\$305,000	Director/president	\$116,415	<b>\$113,277</b>	2024
<a href="#">Wyandot Health Foundation</a>	OH	\$326,027	Treasurer	\$38,648	<b>\$44,079</b>	2024
<a href="#">Nassans Place</a>	NJ	\$328,006	Executive Director	\$92,280	<b>\$91,342</b>	2023
<a href="#">Padre Pio Academy</a>	CA	\$302,702	Principal	\$20,700	<b>\$19,816</b>	2023
<a href="#">Delaware Laborers'-employers'</a>	NJ	\$328,663	Assistant Director	\$171,201	<b>\$169,460</b>	2023
<a href="#">Grand Island Regency Retirement</a>	NE	\$328,741	Executive Di	\$96,741	<b>\$112,044</b>	2024
<a href="#">Rossford Convention And Visitors Bureau</a>	OH	\$328,927	Exec Director	\$53,975	<b>\$63,378</b>	2023
<a href="#">Autism Connection Of Pa</a>	PA	\$301,785	President And Ceo	\$29,280	<b>\$32,371</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	<b>205</b> organizations. Compensation range \$45–\$515,814; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$315,372); for reference, expenses \$278,172 and assets \$153,487.
ROLE MATCH	Anne Marie Daggett, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	1 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	1 <sup>st</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 (Anne Marie Daggett) 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 205 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,386 is reasonable (approximately the 1<sup>st</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.