

Anaconda Local Development Corporation

Executive Director / CEO

EIN **810380448**
 MT · NTEE S31Z
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Tarkalson, Executive Director / CEO** (\$82,500) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

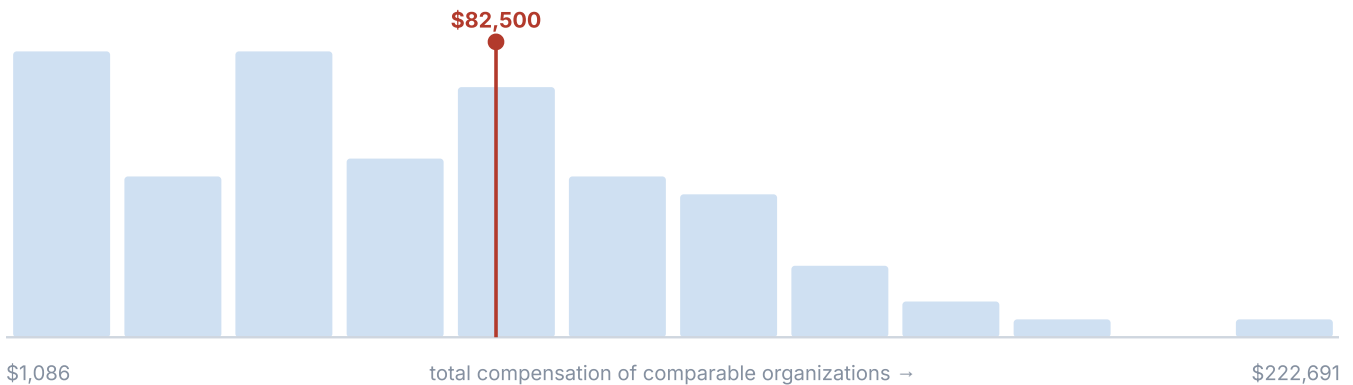
Benchmarked executive: Kathleen Tarkalson — reported title “FORMER EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31Z).
BUDGET	Total revenue between \$262,051 and \$586,681 — 0.67x to 1.50x the subject's \$391,121 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,773	\$36,455	\$63,151	\$95,992	\$126,824	\$82,500
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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 MT 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
Carrollton Area Convention And	GA	\$389,873	Executive Di	\$18,162	\$16,941	2024
Spoon River Partnership For Economic Development	IL	\$387,684	Executive Director	\$60,408	\$53,674	2025
Building Community Value	MI	\$386,387	Director	\$100,000	\$95,754	2024
Black Dollar Days Task Force	WA	\$380,149	Executive Dir.	\$36,400	\$30,233	2024
Craft3 Future Fund	OR	\$405,349	President	\$31,950	\$28,338	2023
West Broadway Business And Area Coalition	MN	\$406,331	Executive Director	\$93,521	\$85,728	2024
Boston Farms Community Land Trust Inc	MA	\$374,952	Clerk	\$89,071	\$79,580	2022
Maya Economic Development Corporation	NE	\$371,950	Ceo/director	\$1,057	\$1,086	2023
Yonkers South Broadway District Management Association Inc	NY	\$411,834	Executive Director	\$81,304	\$70,169	2023
Waipahu Community Association	HI	\$411,945	Executive Dir.	\$50,000	\$41,529	2024
The Peoples Place Inc	CT	\$412,013	Executive Director	\$50,769	\$44,160	2024
Rolland Curtis Commercial Qalib Inc	CA	\$413,513	President	\$29,689	\$23,783	2024
Tacony Community Development Corpor	PA	\$414,614	Interim Executive Director	\$55,846	\$51,665	2024
Burlington Community Development Corp	VT	\$415,198	President	\$19,449	\$18,696	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
District 6 Planning Council	MN	\$365,848	Executive Director	\$92,872	\$85,133	2024
Borderplex Bi-national Economic	TX	\$365,089	Ceo	\$13,770	\$12,778	2024
Chico Economic Planning Corporation	CA	\$417,941	Executive Director	\$104,004	\$85,775	2023
Menomonee Valley Partners Inc	WI	\$420,413	Executive Director	\$105,614	\$105,347	2023
Downtown Pkb Inc	WV	\$423,548	Executive Di	\$66,121	\$66,416	2024
Redec Relending Corporation	NY	\$357,766	President	\$9,491	\$7,956	2024
Forward Foundation Inc	WI	\$356,970	President (Until 3/1/24)	\$6,011	\$5,674	2025
Okmulgee Area Development Corp	OK	\$354,623	Former Exec Dir	\$25,600	\$26,151	2024
Fly Sun Valley Alliance Inc	ID	\$427,621	Executive Di	\$135,752	\$133,970	2024
The Experience Community Development Corp	CA	\$353,065	Crawford, Director	\$51,624	\$41,354	2024
Havenwoods Neighborhood Partnership Inc	WI	\$349,541	Executive Director	\$86,084	\$85,866	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 **90** organizations. Compensation range \$1,086–\$222,691; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$391,121); for reference, expenses \$499,830 and assets \$2,683,567.
ROLE MATCH	Kathleen Tarkalson, reported title " <i>FORMER EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	64 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	51 st

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 (Kathleen Tarkalson) 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 90 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,500 is reasonable (approximately the 64th 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.