

Whitetail Deer Farmers Of Ohio Inc

Executive Director / CEO

EIN 810554115

OH · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry Klick, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

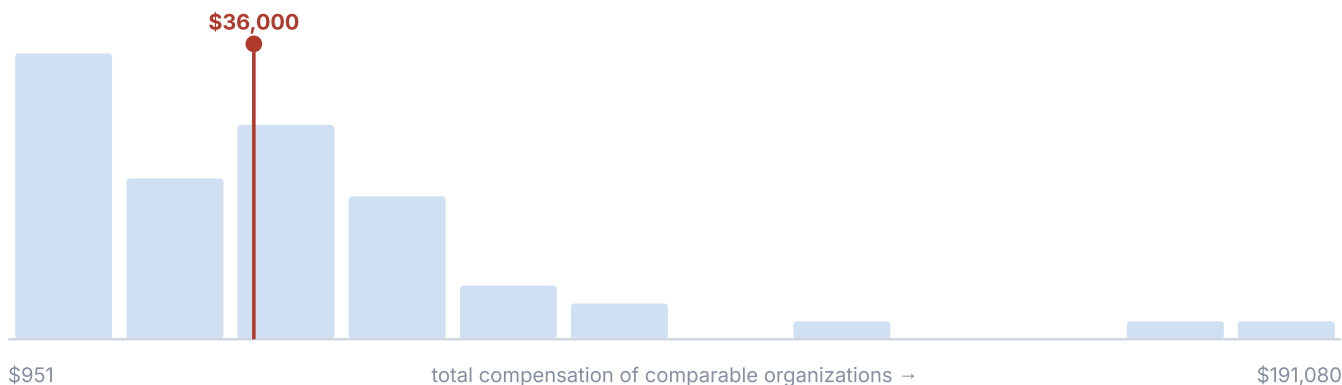
Benchmarked executive: Terry Klick — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$48,262 and \$108,051 — 0.67x to 1.50x the subject's \$72,034 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,635	\$15,364	\$32,807	\$54,542	\$72,127	\$36,000
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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 OH 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
International Forum On Ansi-41 Standards Technology	MD	\$72,158	Secretariat	\$96,000	\$82,308	2024
Aerox	NC	\$73,124	President & Director	\$195,867	\$191,080	2023
Certification Institute	AR	\$73,200	President	\$12,828	\$13,223	2024
Parking Industry Institute	DC	\$73,664	Secretary/treasurer/exec Dir	\$41,845	\$32,807	2025
Indiana Pawnbrokers Association Inc	IN	\$74,862	Executive Director	\$21,000	\$20,909	2023
Memphis & Shelby Co Vet Med Assn Inc	TN	\$74,916	Executive Director	\$24,000	\$23,135	2024
Southwest Veterans Chamber Of Commerce	AZ	\$76,695	Executive Dir.	\$26,791	\$23,628	2024
The Hispanic Chamber Of Commerce Of Grand Prairie	TX	\$77,773	President	\$7,000	\$6,421	2024
La Paz Economic Development Corp	AZ	\$78,013	President	\$75,000	\$64,442	2025
Montgomery Area Chamber Of Commerce	TX	\$79,463	Executive Dir.	\$57,750	\$54,542	2023
Northwestern Showmen's Club	OR	\$79,706	Secretary	\$9,000	\$7,665	2024
Tama Toledo Area Chamber Of Commerc	IA	\$64,262	Secretary/co	\$17,956	\$18,030	2024
Lower Santa Cruz River Allianceinc	AZ	\$80,000	President Ce	\$52,500	\$47,671	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Quad City Association Of Finishing	IA	\$64,036	Executive Director	\$37,724	\$38,998	2023
Ohio High School Bowling Coaches	OH	\$80,612	Executive Di	\$29,400	\$27,820	2025
Federation Of Mental Health Services Inc	NY	\$81,000	Presdent	\$19,200	\$16,381	2023
National Independent Talent Organization	CA	\$81,184	Executive Dir.	\$49,998	\$39,593	2024
Seaside Downtown Development Association	OR	\$62,351	Executive Director	\$46,344	\$39,468	2024
Monitor Inc	DC	\$81,986	Director, Co-chairman	\$154,006	\$127,597	2023
Tx Assoc Of Mexican American Chambers Of Commerce	TX	\$82,485	President/ceo	\$35,600	\$32,658	2024
Ketchikan Charr Inc	AK	\$61,418	President	\$8,700	\$7,627	2024
Mifflinburg Heritage & Revitalization Assoc Inc	PA	\$60,502	Executive Director	\$16,800	\$15,364	2024
Professional Medical Staff Memorial Hospital Of Gardena	CA	\$60,466	Chief Executive Officer	\$1,200	\$951	2024
Commercial Space Progress	NM	\$83,608	Ceo And Director	\$42,914	\$42,329	2024
Temple Business League	TX	\$60,300	Executive Director	\$18,000	\$16,513	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	53 organizations. Compensation range \$951–\$191,080; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$72,034); for reference, expenses \$59,911 and assets \$79,874.
ROLE MATCH	Terry Klick, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	53 rd
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	43 rd

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 (Terry Klick) 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 53 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 53rd 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.