

# Built Oregon

Executive Director / CEO

EIN 813934437

OR · NTEE S30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Green, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **193** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Stephen Green — 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 (S30).

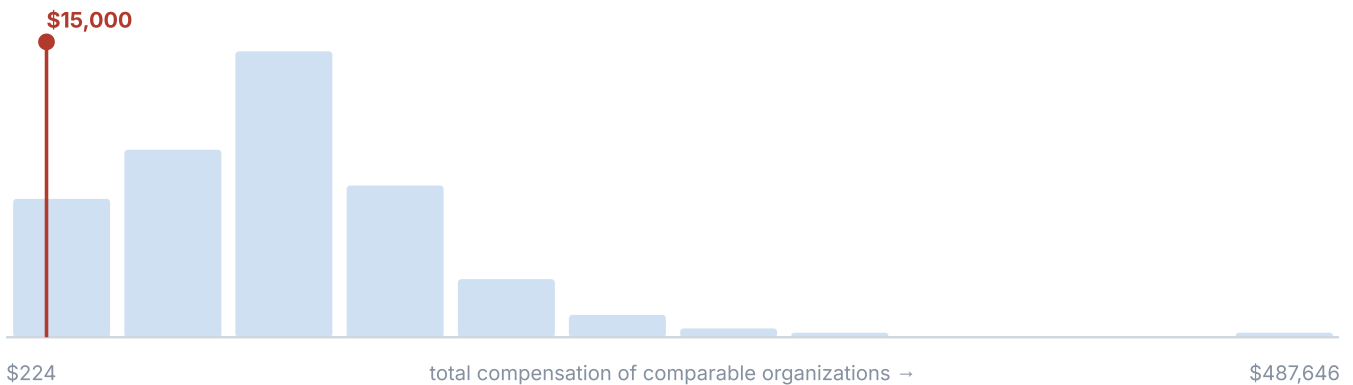
**BUDGET** Total revenue between \$317,784 and \$711,457 — 0.67x to 1.50x the subject's \$474,305 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**193** organizations qualified on sector, size, and geography

→ **193** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,121

\$60,953

\$95,278

\$130,590

\$163,821

\$15,000



## ■ 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="#">Sustainable Communities Fund</a>	CA	\$474,274	Chief Executive Officer	\$269,537	<b>\$250,626</b>	2024
<a href="#">Startup Columbus Inc</a>	GA	\$473,042	Executive Dir.	\$98,329	<b>\$106,464</b>	2024
<a href="#">Laurel District Association</a>	CA	\$468,876	Executive Dir.	\$52,083	<b>\$48,429</b>	2024
<a href="#">North Central Montana Economic</a>	MT	\$479,833	Executive Direc	\$80,000	<b>\$95,603</b>	2023
<a href="#">Industry University Research Center Inc</a>	PR	\$467,060	Executive Director	\$140,176	<b>\$140,176</b>	2024
<a href="#">Civstart Corp</a>	DC	\$465,744	Ceo	\$96,900	<b>\$94,270</b>	2023
<a href="#">Economic Development Corporation</a>	UT	\$465,280	Director	\$107,039	<b>\$121,453</b>	2023
<a href="#">Michigan Economic Developers</a>	MI	\$463,953	Executive Di	\$117,108	<b>\$134,006</b>	2023
<a href="#">Greater Sarasota Chamber Of Commerce</a>	FL	\$484,842	President	\$27,727	<b>\$28,877</b>	2023
<a href="#">Arlee Community Development Corporation</a>	MT	\$488,173	Executive Director	\$75,000	<b>\$89,628</b>	2023
<a href="#">Buffalo Niagara Film Commission Inc</a>	NY	\$459,494	President	\$110,892	<b>\$107,903</b>	2024
<a href="#">Division Midway Alliance For</a>	OR	\$458,798	Executive Dir.	\$90,189	<b>\$90,189</b>	2024
<a href="#">Identity Clark County</a>	WA	\$458,605	Policy And Projects Coordinator	\$2,143	<b>\$2,127</b>	2023
<a href="#">St Hope Development Company</a>	CA	\$490,629	Ceo	\$234	<b>\$224</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gibson County Economic Development Corporation</a>	IN	\$457,365	Executive Director	\$107,796	<b>\$122,410</b>	2024
<a href="#">San Diego North Economic</a>	CA	\$491,997	Ceo	\$176,358	<b>\$163,985</b>	2024
<a href="#">Economic Development Corporation Of New</a>	CT	\$453,860	Administrator	\$127,844	<b>\$129,077</b>	2024
<a href="#">Downtown Management Corporation Of Fort</a>	FL	\$453,787	President	\$109,750	<b>\$111,022</b>	2024
<a href="#">Kahua Paa Mua Inc</a>	HI	\$495,746	Mr	\$30,990	<b>\$29,877</b>	2024
<a href="#">Prospera Georgia Llc</a>	GA	\$452,756	Ceo/president	\$44,863	<b>\$48,575</b>	2024
<a href="#">Operation Reboot</a>	CA	\$452,245	Chief Executive Officer	\$169,982	<b>\$162,725</b>	2023
<a href="#">Las Vegas Employment Project</a>	NV	\$451,865	President	\$16,195	<b>\$17,030</b>	2025
<a href="#">Grow Licking County</a>	OH	\$451,225	Executive Director	\$120,000	<b>\$140,905</b>	2023
<a href="#">Xcelerate Women</a>	OR	\$450,105	Executive Dir.	\$94,938	<b>\$94,938</b>	2024
<a href="#">Franklin Southampton Economic</a>	VA	\$449,138	President	\$95,605	<b>\$99,403</b>	2024

**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 **193** organizations. Compensation range \$224–\$487,646; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$474,305); for reference, expenses \$468,143 and assets \$932,153.
ROLE MATCH	Stephen Green, 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	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	14 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Stephen Green) 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 193 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 7<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.