

# Elevate Edgerton Inc

Executive Director / CEO

EIN 814464833

KS · NTEE S30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Oltman, Executive Director / CEO** (\$137,815) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

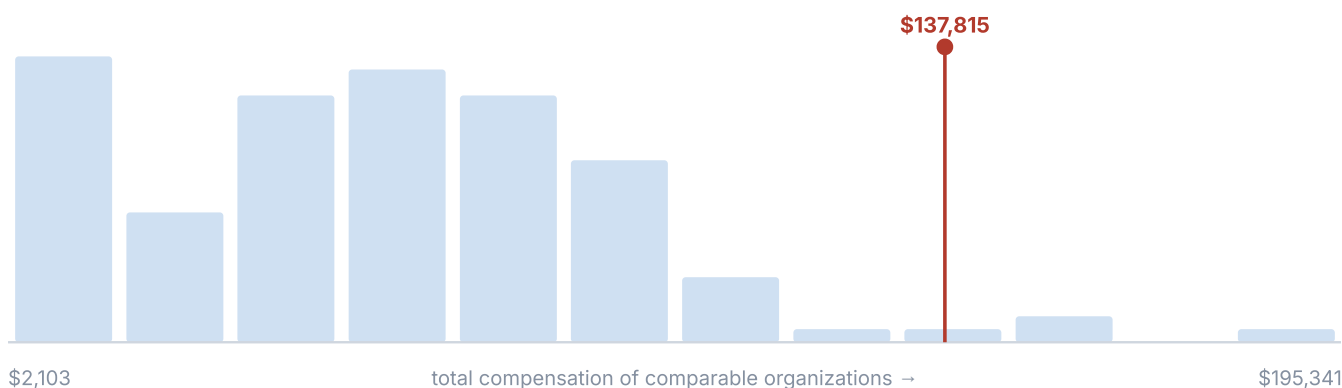
**Benchmarked executive:** James Oltman — reported title “PRESIDENT/TR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$147,407 and \$330,016 — 0.67x to 1.50x the subject's \$220,011 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**115** organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,893	\$31,063	\$60,119	\$75,418	\$97,527	\$137,815
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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 KS 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="#">We Lead</a>	IA	\$220,331	Executive Director	\$78,125	<b>\$79,181</b>	2024
<a href="#">Downtown Janesville Inc</a>	WI	\$221,656	Managing Direct	\$74,519	<b>\$72,038</b>	2024
<a href="#">Norfolk Innovation Corridor</a>	VA	\$221,725	Executive Di	\$20,000	<b>\$17,875</b>	2024
<a href="#">Inner City Green Team Economic And Enviromental Development</a>	NY	\$217,956	Charlton	\$100,000	<b>\$83,643</b>	2024
<a href="#">Betamore Inc</a>	MD	\$217,026	Executive Dir.	\$77,500	<b>\$69,048</b>	2023
<a href="#">Bay Area Women Coalition Inc</a>	AL	\$217,019	Executive Di	\$54,000	<b>\$54,000</b>	2024
<a href="#">Lincoln County Economic Dev Foundation</a>	KS	\$223,067	Director	\$61,163	<b>\$62,970</b>	2023
<a href="#">Economic Development Partnership Of Wrig</a>	MN	\$223,376	Executive Director	\$69,060	<b>\$63,165</b>	2024
<a href="#">Columbus Compact Corporation</a>	OH	\$213,718	President &	\$80,900	<b>\$79,314</b>	2024
<a href="#">Boonslick Community Development</a>	MO	\$213,628	Ex Officio M	\$87,706	<b>\$88,526</b>	2023
<a href="#">Business &amp; Education Network Inc</a>	KY	\$227,365	Executive Director	\$13,485	<b>\$13,410</b>	2024
<a href="#">Elwood Community Development Corporation</a>	IN	\$210,909	Executive Director	\$7,097	<b>\$6,928</b>	2024
<a href="#">Johnson County Economic Development Corp</a>	MO	\$229,565	Executive Director	\$86,357	<b>\$87,165</b>	2023
<a href="#">Gateway South Innovation District</a>	MO	\$209,054	President	\$63,747	<b>\$64,343</b>	2023
<a href="#">Northwest Wisconsin Economic</a>	WI	\$208,540	Fiscal Manager	\$44,333	<b>\$42,857</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Old Town Commercial Association</a>	MI	\$208,424	Executive Director	\$66,308	<b>\$63,352</b>	2024
<a href="#">Common Wealth Inc</a>	OH	\$208,039	Executive Director	\$34,698	<b>\$34,018</b>	2024
<a href="#">Sector67 Inc</a>	WI	\$233,249	President	\$36,000	<b>\$35,829</b>	2023
<a href="#">Stanly County Convention And Vistiors Bureau Inc</a>	NC	\$206,625	Director	\$50,977	<b>\$47,499</b>	2025
<a href="#">St Mary's County Community</a>	MD	\$234,480	Executive Director	\$50,000	<b>\$43,269</b>	2024
<a href="#">Montana West Economic Development</a>	MT	\$205,356	President/ceo	\$11,287	<b>\$11,262</b>	2024
<a href="#">Creative Portland Corporation</a>	ME	\$236,053	Executive Di	\$31,843	<b>\$29,515</b>	2024
<a href="#">Crazy Love Africa</a>	CO	\$203,713	Executive Director	\$11,000	<b>\$10,052</b>	2023
<a href="#">Santa Cruz Works</a>	CA	\$236,447	Executive Dir.	\$84,000	<b>\$67,140</b>	2024
<a href="#">Economic Development Professionals Association</a>	SD	\$236,950	Chairman	\$2,000	<b>\$2,103</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 115 organizations. Compensation range \$2,103–\$195,341; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$220,011); for reference, expenses \$213,465 and assets \$47,829.

ROLE MATCH	James Oltman, reported title <i>"PRESIDENT/TR"</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	20 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	89 <sup>th</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 (James Oltman) 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 115 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$137,815 is reasonable (approximately the 97<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.