

# Minnesota Indigenous Business Alliance

Executive Director / CEO

EIN 815041824

MN · NTEE S01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pamela Standing, Executive Director / CEO** (\$69,553) against **every comparable organization** that fit the selection criteria — **305** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Pamela Standing — reported title “Former Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

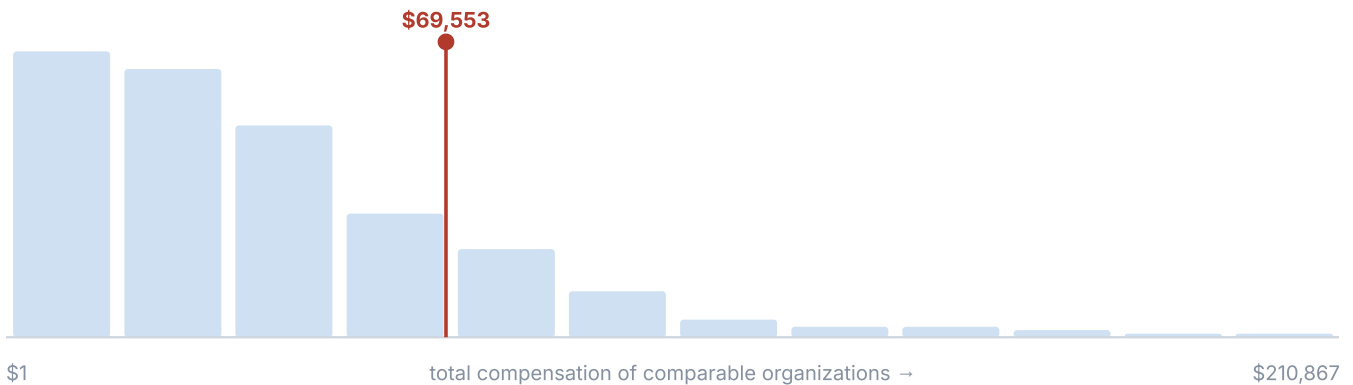
**SECTOR** Organizations sharing the subject's NTEE classification (S01).

**BUDGET** Total revenue between \$59,649 and \$133,543 — 0.67x to 1.50x the subject's \$89,029 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**305** organizations qualified on sector, size, and geography → **305** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,556	\$16,279	\$34,072	\$57,794	\$85,270	\$69,553
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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 MN 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="#">Owsley County Action Team Incorporated</a>	KY	\$88,763	Executive Direc	\$32,000	<b>\$34,793</b>	2024
<a href="#">Namc-dallas Fortworth Chapter Inc</a>	TX	\$88,494	President	\$14,000	<b>\$14,592</b>	2023
<a href="#">Grow Spink Inc</a>	SD	\$89,853	Executive Director	\$48,000	<b>\$55,196</b>	2023
<a href="#">The Virginia Fccla Leadership Foundation Inc</a>	VA	\$88,204	Treasurer	\$6,000	<b>\$5,711</b>	2025
<a href="#">Tiuny Holdings Inc</a>	NY	\$89,861	Secretary	\$32,609	<b>\$30,702</b>	2023
<a href="#">Baxter Snowmobile Club Inc</a>	MN	\$88,161	Gambling Mgr	\$14,682	<b>\$14,682</b>	2024
<a href="#">Ostara</a>	OH	\$90,039	Asst Secretary	\$37,656	<b>\$41,555</b>	2023
<a href="#">Oliver Ranch Foundation</a>	CA	\$87,868	Treasurer	\$11,145	<b>\$9,740</b>	2024
<a href="#">Bizworks Enterprise Center</a>	VA	\$90,466	Executive Director	\$65,048	<b>\$61,924</b>	2025
<a href="#">Upstate Minority Economic Alliance Inc</a>	NY	\$87,190	Executive Director Thru July 2024	\$57,755	<b>\$52,817</b>	2024
<a href="#">Yvonne Perkins Legacy Fund Inc</a>	IN	\$91,002	President And Director	\$7,923	<b>\$8,456</b>	2024
<a href="#">Eky Heritage Foundation Inc</a>	KY	\$86,871	Executive Director	\$66,154	<b>\$74,053</b>	2023
<a href="#">Sakan Community Resources Inc</a>	MN	\$91,376	Managing Director	\$70,475	<b>\$70,475</b>	2024
<a href="#">Sprocket Mural Works Inc</a>	PA	\$86,249	Executive Dir	\$11,475	<b>\$11,581</b>	2024
<a href="#">Ocp Regional Operation &amp; Management Inc</a>	MA	\$86,170	Executive Director	\$20,100	<b>\$18,820</b>	2023
<a href="#">Mat-su Cabaret Hotel Restaurant</a>	AK	\$92,053	Executive Dir.	\$39,300	<b>\$38,025</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Washington Contract Firefighters Association</a>	WA	\$92,115	President / Instructor	\$9,870	<b>\$9,208</b>	2023
<a href="#">Dealercpa Network Inc</a>	NY	\$85,900	Executive Director	\$28,800	<b>\$27,116</b>	2023
<a href="#">Escambia County Medical Society</a>	FL	\$92,289	Executive Director	\$66,000	<b>\$62,748</b>	2024
<a href="#">Robert J Min Md Pc</a>	NY	\$85,688	President	\$51,748	<b>\$47,323</b>	2024
<a href="#">Overland Park Chamber Foundation</a>	KS	\$85,551	President	\$32,826	<b>\$35,890</b>	2024
<a href="#">Quality Life Blueprint</a>	NC	\$93,278	Executive Director	\$31,154	<b>\$32,578</b>	2024
<a href="#">Crowley Main Street</a>	LA	\$84,555	Director	\$18,749	<b>\$21,511</b>	2023
<a href="#">Sustain Equity Group</a>	VA	\$93,525	Executive Director	\$35,460	<b>\$35,673</b>	2023
<a href="#">Destination Madison Foundation Inc</a>	WI	\$84,504	President/ceo	\$31,757	<b>\$33,565</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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** 305 organizations. Compensation range \$1–\$210,867; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$89,029); for reference, expenses \$333,191 and assets \$111,351. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Pamela Standing, reported title *"Former Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	94 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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 (Pamela Standing) 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 305 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,553 is reasonable (approximately the 82<sup>nd</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.