

Xcelerate Women

Executive Director / CEO

EIN 821200543

OR · NTEE S30

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Abby Guyer, Executive Director / CEO** (\$94,938) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

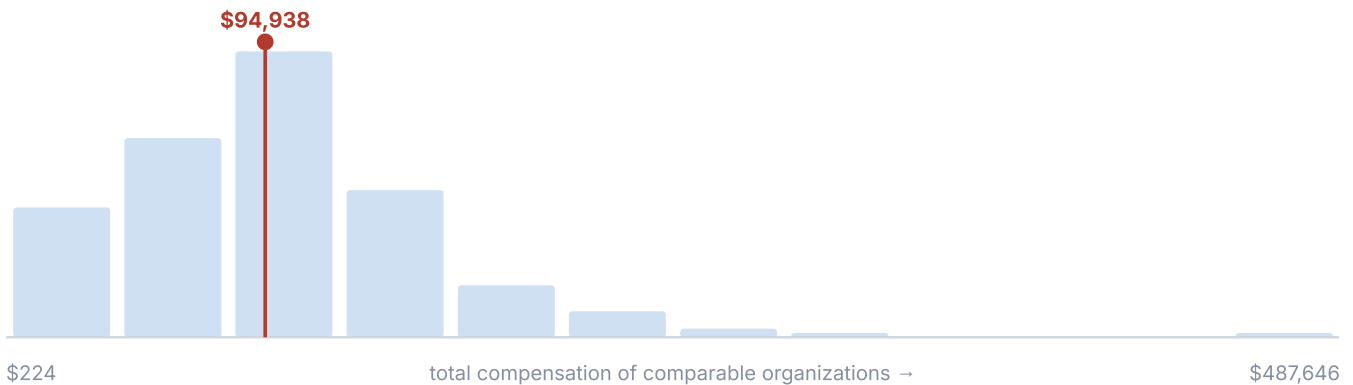
Benchmarked executive: Abby Guyer — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$301,570 and \$675,157 — 0.67x to 1.50x the subject's \$450,105 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

198 organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,165	\$62,505	\$95,441	\$129,418	\$163,412	\$94,938
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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 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
Franklin Southampton Economic	VA	\$449,138	President	\$95,605	\$99,403	2024
Grow Licking County	OH	\$451,225	Executive Director	\$120,000	\$140,905	2023
Delaware County Local Development Corp	NY	\$448,417	Executive Direc	\$11,295	\$10,991	2024
Las Vegas Employment Project	NV	\$451,865	President	\$16,195	\$17,030	2025
Forge Greensboro	NC	\$448,207	Executive Director	\$46,667	\$53,457	2023
Operation Reboot	CA	\$452,245	Chief Executive Officer	\$169,982	\$162,725	2023
Prospera Georgia Llc	GA	\$452,756	Ceo/president	\$44,863	\$48,575	2024
Downtown Management Corporation Of Fort	FL	\$453,787	President	\$109,750	\$111,022	2024
Economic Development Corporation Of New	CT	\$453,860	Administrator	\$127,844	\$129,077	2024
Pennsylvania Route 6 Alliance	PA	\$445,943	Executive Director	\$59,048	\$63,408	2024
Gibson County Economic Development Corporation	IN	\$457,365	Executive Director	\$107,796	\$122,410	2024
Just Economics	NC	\$441,994	Executive Director	\$73,343	\$81,605	2024
Identity Clark County	WA	\$458,605	Policy And Projects Coordinator	\$2,143	\$2,127	2023
Division Midway Alliance For	OR	\$458,798	Executive Dir.	\$90,189	\$90,189	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Saba Economic Development Corp	TX	\$441,381	Edc Secretary Treasurer	\$60,000	\$64,630	2024
Economic Forum	NM	\$441,102	Executive Di	\$130,000	\$155,012	2023
Buffalo Niagara Film Commission Inc	NY	\$459,494	President	\$110,892	\$107,903	2024
Randolph County Community & Economic	IN	\$439,187	Executive Director	\$44,499	\$50,532	2024
Michigan Economic Developers	MI	\$463,953	Executive Di	\$117,108	\$134,006	2023
Economic Development Corporation	UT	\$465,280	Director	\$107,039	\$121,453	2023
Civstart Corp	DC	\$465,744	Ceo	\$96,900	\$94,270	2023
Stevenson Downtown Association	WA	\$433,708	Executive Director	\$68,210	\$65,760	2024
Industry University Research Center Inc	PR	\$467,060	Executive Director	\$140,176	\$140,176	2024
Laurel District Association	CA	\$468,876	Executive Dir.	\$52,083	\$48,429	2024
Ravalli County Economic Development	MT	\$430,835	Executive Dir.	\$58,135	\$67,480	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.

■ Sample, role match & sensitivity

PEER COUNT **198** organizations. Compensation range \$224–\$487,646; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$450,105); for reference, expenses \$446,092 and assets \$155,664.
ROLE MATCH	Abby Guyer, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	49 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	40 th

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 (Abby Guyer) 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 10, 2026, comparing compensation against 198 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$94,938 is reasonable (approximately the 49th 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 10, 2026.