

# Driftless Development Inc

Executive Director / CEO

EIN 823536889

WI · NTEE S32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Lee, Executive Director / CEO** (\$73,550) against **every comparable organization** that fit the selection criteria — **1094** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

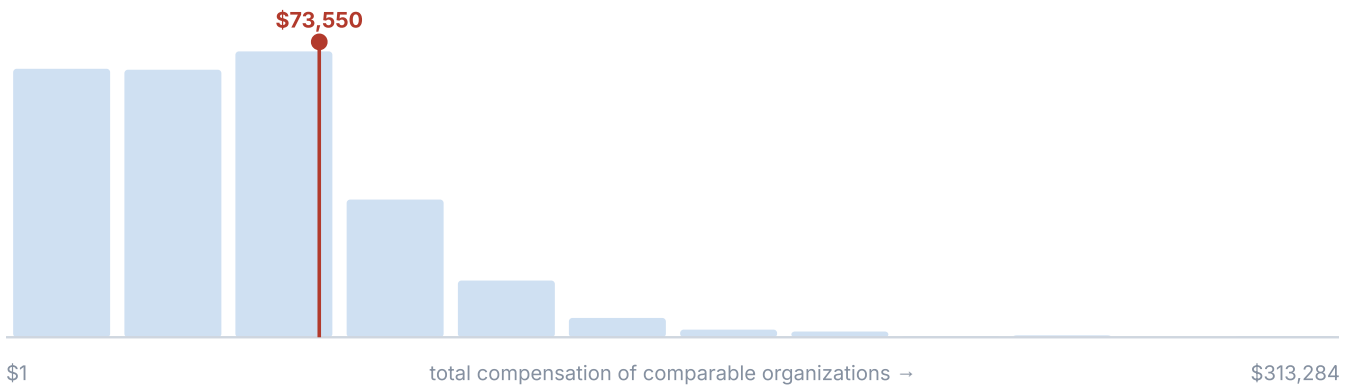
**Benchmarked executive:** Mark Lee — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S32).
BUDGET	Total revenue between \$124,949 and \$279,738 — 0.67x to 1.50x the subject's \$186,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,094** organizations qualified on sector, size, and geography → **1,094** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,945	\$25,560	\$51,536	\$75,321	\$100,141	\$73,550
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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 WI 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="#">Cavalier County Memorial Hospital Founda</a>	ND	\$186,685	Executive Director	\$45,452	<b>\$46,529</b>	2025
<a href="#">Forward Cody Wyoming Inc</a>	WY	\$186,866	Ceo	\$146,875	<b>\$150,595</b>	2024
<a href="#">North Carolina Association Of Workforce</a>	NC	\$186,968	Executive Director	\$67,733	<b>\$65,286</b>	2025
<a href="#">Better Business Bureau Education</a>	NE	\$185,980	President/ceo	\$102,708	<b>\$108,900</b>	2023
<a href="#">Oloc Inc</a>	MI	\$185,948	Co-director	\$2,000	<b>\$1,977</b>	2024
<a href="#">Binghamton Regional Sustainability Coalition</a>	NY	\$185,858	Director	\$86,116	<b>\$74,511</b>	2024
<a href="#">Iowa Gun Owners</a>	IA	\$187,138	Chairman Of The Board	\$60,000	<b>\$64,763</b>	2023
<a href="#">Eagle Ranch Housing Corporation</a>	CO	\$187,182	Administrator	\$3,600	<b>\$3,403</b>	2023
<a href="#">Hope Manifest Inc</a>	AL	\$187,185	Executive Director	\$115,615	<b>\$123,130</b>	2023
<a href="#">Twin-training To Work An Industry Niche</a>	NC	\$187,199	President & Executive Director	\$60,550	<b>\$61,676</b>	2023
<a href="#">Egyptian Association Of Plumbing</a>	IL	\$187,230	Executive Di	\$32,250	<b>\$30,359</b>	2024
<a href="#">Glen Cove Downtown District</a>	NY	\$187,258	Director	\$49,984	<b>\$44,525</b>	2023
<a href="#">Floyd County Friends Inc</a>	TX	\$187,262	Key Employee	\$14,842	<b>\$14,216</b>	2024
<a href="#">Matsu Valley Rebuild</a>	AK	\$187,417	President	\$48,397	<b>\$44,304</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Midlands Business Leadership Group</a>	SC	\$185,522	Executive Di	\$95,677	<b>\$95,574</b>	2024
<a href="#">For A Loving Future</a>	CA	\$187,464	Ceo	\$107,950	<b>\$86,954</b>	2025
<a href="#">Bcda Inc</a>	NE	\$187,483	Member	\$24,600	<b>\$26,083</b>	2023
<a href="#">Worldorlando Inc</a>	FL	\$185,242	Executive Director	\$51,560	<b>\$47,749</b>	2023
<a href="#">Greater Fort Lauderdale Transportation</a>	FL	\$185,216	Executive Director	\$127,589	<b>\$114,768</b>	2024
<a href="#">Economic Development Alliance Of</a>	OH	\$187,785	Economic Development Direc	\$4,532	<b>\$4,596</b>	2024
<a href="#">Colorado Civil Justice League</a>	CO	\$185,106	Executive Director	\$77,000	<b>\$72,785</b>	2023
<a href="#">Camara De Comercio Hispana</a>	TX	\$187,890	Executive Di	\$24,122	<b>\$23,105</b>	2024
<a href="#">Medical Toxicology Foundation</a>	AZ	\$185,030	Executive Director/board M	\$39,714	<b>\$36,571</b>	2024
<a href="#">Consortium For Universal Healthcare</a>	DE	\$188,050	Executive Director	\$102,000	<b>\$95,631</b>	2024
<a href="#">Brilliance Labs</a>	OR	\$184,887	President And Executive Director	\$48,900	<b>\$44,766</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 **1094** organizations. Compensation range \$1–\$313,284; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$186,492); for reference, expenses \$215,316 and assets \$104,110.
ROLE MATCH	Mark Lee, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	152 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Mark Lee) 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 1094 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,550 is reasonable (approximately the 73<sup>rd</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.