

Crawford County Economic Development Par

Executive Director / CEO

EIN 824077308

IN · NTEE S30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jesse Belcher, Executive Director / CEO** (\$29,400) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

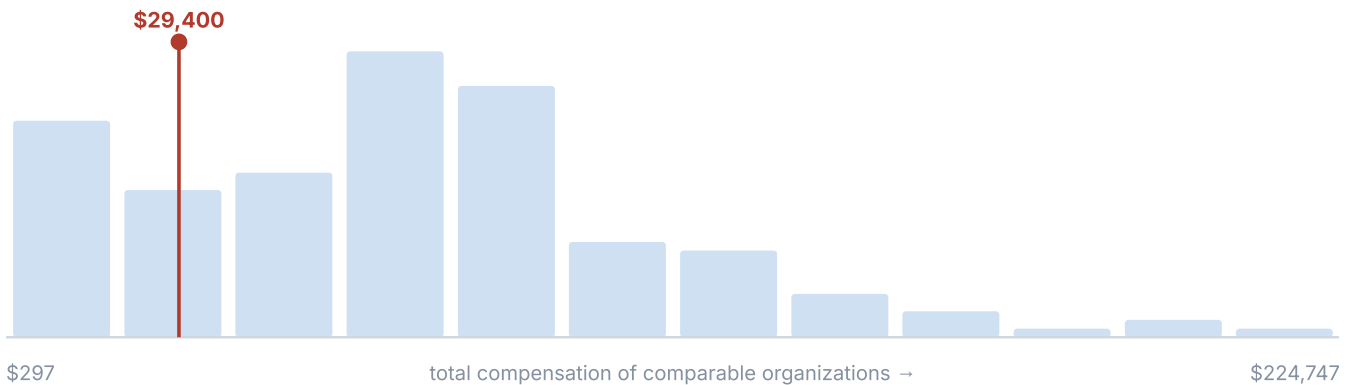
Benchmarked executive: Jesse Belcher — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$186,313 and \$417,120 — 0.67x to 1.50x the subject's \$278,080 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

156 organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,026	\$35,424	\$66,558	\$88,809	\$119,683	\$29,400
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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 IN 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
Washington Business Improvement Dis	NJ	\$279,277	Executive Di	\$69,507	\$58,848	2023
Central Arkansas Council	AR	\$275,000	Director	\$5,000	\$5,329	2023
Elizabeth Avenue Partnership Inc	NJ	\$281,262	Executive Director	\$95,240	\$80,635	2023
Renaissance Heights Foundation	TX	\$274,703	Executive Dir.	\$105,401	\$97,111	2024
Ypo Dfw	TX	\$274,534	Chapter Manager	\$20,000	\$17,951	2025
Fondren Renaissance Foundation	MS	\$273,767	Executive Director	\$70,583	\$72,406	2024
Ozaukee County Economic Development Corporation	WI	\$273,374	Executive Director	\$36,000	\$34,629	2024
Intown Concord	NH	\$284,189	Executive Di	\$75,487	\$64,199	2024
The Creative Coast Inc	GA	\$284,241	Executive Director (April-present)	\$51,326	\$47,533	2024
Chicago Southland Economic	IL	\$270,201	Executive Di	\$36,110	\$32,698	2024
Wentworth Economic Development Corp	NH	\$269,573	Executive Director	\$71,400	\$60,724	2024
Marin Economic Forum	CA	\$269,302	Ceo	\$188,542	\$149,954	2024
Adac Inc	IN	\$287,218	Executive Di	\$41,154	\$39,973	2024
Building 127 LI Inc	NY	\$268,876	Treasurer, Director	\$99,234	\$82,592	2024
Rhea Economic And Tourism Council	TN	\$268,307	Executive Director	\$52,625	\$49,636	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Downtown Excelsior Partnership Inc	MO	\$267,348	Executive Di	\$88,157	\$86,001	2024
Noble County Convention And Visitor	IN	\$267,279	Executive Di	\$55,640	\$55,640	2023
Ellensburg Downtown Association	WA	\$289,361	Executive Director	\$75,405	\$62,182	2024
All Together Now Pennsylvania Inc	PA	\$290,911	Co-director	\$32,500	\$29,852	2024
Naugatuck Valley Project Inc	CT	\$263,743	Executive Director	\$70,000	\$60,452	2024
Fox Oakland Theater Inc	CA	\$293,046	President	\$138,422	\$113,344	2023
South Central	LA	\$261,321	Executive Di	\$86,538	\$87,768	2024
West Bloomington Revitalization Project	IL	\$259,902	Manager	\$18,594	\$16,837	2024
Benton Economic Partnership Inc	MN	\$297,127	Executive Dir.	\$134,525	\$122,433	2024
Progress Lakeshore Inc	WI	\$298,559	Executive Director	\$78,528	\$75,538	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 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 IN 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 **156** organizations. Compensation range \$297–\$224,747; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$278,080); for reference, expenses \$141,957 and assets \$737,494. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jesse Belcher, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	21 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	12 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 (Jesse Belcher) 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 156 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,400 is reasonable (approximately the 20th 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.