

Everett Station District Alliance

Executive Director / CEO

EIN 824569568

WA · NTEE S30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brock Howell, Executive Director / CEO** (\$47,997) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

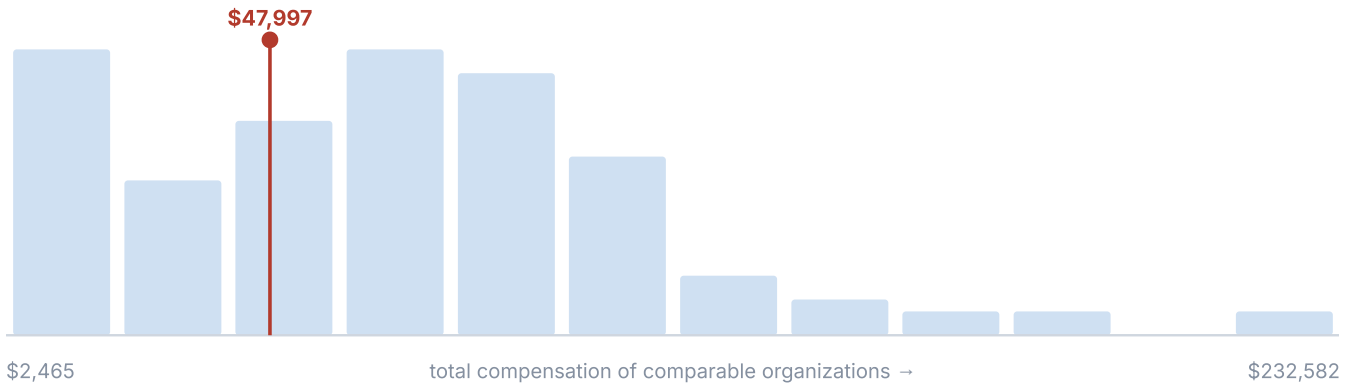
Benchmarked executive: Brock Howell — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$163,571 and \$366,205 — 0.67x to 1.50x the subject's \$244,137 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,525	\$38,853	\$72,718	\$96,707	\$122,395	\$47,997
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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 WA 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
Milestone Growth Capital Institute	MI	\$244,356	President And C.e.o.	\$36,450	\$40,816	2024
Economic Development Corporation Of	IL	\$243,161	Ceo	\$80,000	\$85,326	2024
Agile City Winston-salem	NC	\$246,249	Executive Di	\$163,787	\$189,025	2023
Economic Collaborative Of N Arizona	AZ	\$246,722	President & Ceo	\$107,635	\$109,408	2025
So Cal Corporate Growth Partners	CA	\$241,473	Executive Director	\$87,590	\$84,478	2023
Southwest Michigan Regional Chamber	MI	\$241,122	Ceo & President	\$4,838	\$5,417	2024
Southside First Economic	TX	\$240,099	Interim Ceo	\$28,750	\$32,122	2023
Yuma Multiversity Campus Corporation	AZ	\$238,751	President & Ceo	\$118,773	\$123,923	2024
World Trade Center Association	CA	\$237,400	President And Ceo	\$40,192	\$37,652	2024
Parnassah Network Inc	NJ	\$236,955	Ceo & Trustee	\$18,000	\$17,950	2023
Economic Development Professionals Association	SD	\$236,950	Chairman	\$2,000	\$2,465	2023
The Space On Main	VT	\$251,549	Executive Dir.	\$76,000	\$85,441	2023
Santa Cruz Works	CA	\$236,447	Executive Dir.	\$84,000	\$78,692	2024
Creative Portland Corporation	ME	\$236,053	Executive Di	\$31,843	\$34,592	2024
St Mary's County Community	MD	\$234,480	Executive Director	\$50,000	\$50,714	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sector67 Inc	WI	\$233,249	President	\$36,000	\$41,994	2023
Johnson County Economic Development Corp	MO	\$229,565	Executive Director	\$86,357	\$102,161	2023
West Bloomington Revitalization Project	IL	\$259,902	Manager	\$18,594	\$19,832	2024
Business & Education Network Inc	KY	\$227,365	Executive Director	\$13,485	\$15,718	2024
South Central	LA	\$261,321	Executive Di	\$86,538	\$103,379	2024
Naugatuck Valley Project Inc	CT	\$263,743	Executive Director	\$70,000	\$71,205	2024
Economic Development Partnership Of Wrig	MN	\$223,376	Executive Director	\$69,060	\$74,032	2024
Lincoln County Economic Dev Foundation	KS	\$223,067	Director	\$61,163	\$73,803	2023
Norfolk Innovation Corridor	VA	\$221,725	Executive Di	\$20,000	\$20,950	2024
Downtown Janesville Inc	WI	\$221,656	Managing Direct	\$74,519	\$84,432	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 130 organizations. Compensation range \$2,465–\$232,582; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$244,137); for reference, expenses \$248,470 and assets \$242,673.

ROLE MATCH	Brock Howell, reported title " <i>EXECUTIVE DIRECTOR</i> ", 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	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	34 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	25 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 (Brock Howell) 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 130 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,997 is reasonable (approximately the 34th 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.