

# Greater Cheyenne Foundation

Executive Director / CEO

EIN 830306386

WY · NTEE S80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dale Steenberg, Executive Director / CEO** (\$47,245) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S80).

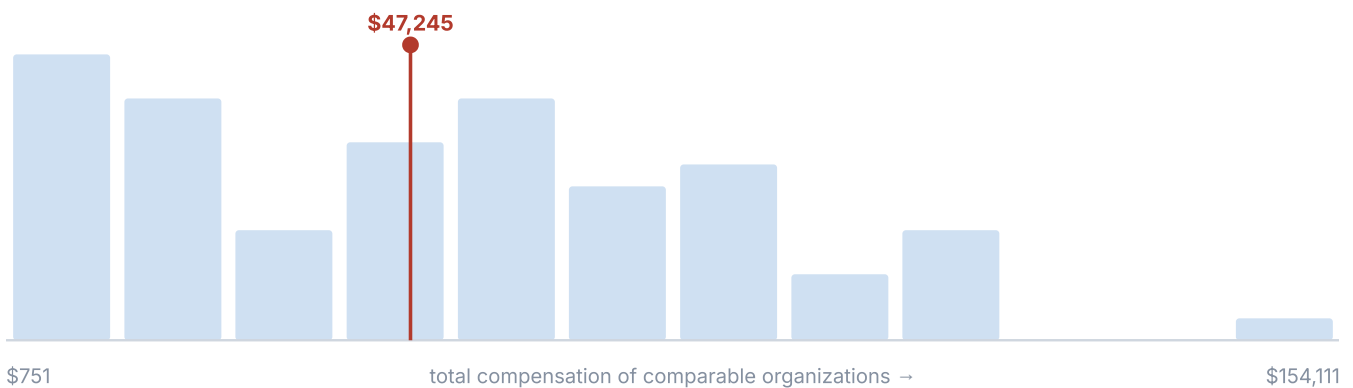
**BUDGET** Total revenue between \$190,282 and \$426,006 — 0.67x to 1.50x the subject's \$284,004 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography

→ **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$7,951</b> 10TH	<b>\$21,937</b> 25TH	<b>\$50,620</b> MEDIAN	<b>\$74,368</b> 75TH	<b>\$96,420</b> 90TH	<b>\$47,245</b> THIS ORG · 47TH
------------------------	-------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



■ **Comparable organizations**

P50
P75
P90

**\$7,951**
**\$21,937**
**\$50,620**
**\$74,368**
**\$96,420**

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 WY cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Columbus Rotary Foundation Inc	OH	\$283,453	<b>\$1,464</b>	990
Open Arms Rape Crisis Center & Lgbt Services	TX	\$284,932	<b>\$61,673</b>	990
Mcleod Alliance	MN	\$285,813	<b>\$61,374</b>	990
The Lutheran Service Society Of New York	NY	\$285,829	<b>\$62,488</b>	990
Onevirginia2021 Foundation	VA	\$281,741	<b>\$86,411</b>	990
Friends Of The Trail	WA	\$281,741	<b>\$82,501</b>	990
Community Services Agency Of The	DC	\$276,632	<b>\$92,528</b>	990
Most Worshipful Prince Hall Grand Lodge Of Tn	TN	\$292,452	<b>\$11,779</b>	990
Volunteer Center Of The Lehigh Valley	PA	\$294,103	<b>\$73,021</b>	990
Spectrum Of Findlay Inc	OH	\$294,496	<b>\$14,002</b>	990
Hillsboro Economic Development Corp	ND	\$295,915	<b>\$8,539</b>	990
Families First Of Monroe County Inc	WI	\$296,528	<b>\$54,990</b>	990
Senior Center Of Langlade County In	WI	\$270,449	<b>\$34,130</b>	990
Birmingham Bloomfield	MI	\$297,753	<b>\$97,939</b>	990
North Carolinas Eastern Alliance	NC	\$270,119	<b>\$2,981</b>	990
Coastal Communities Family Success	NJ	\$267,798	<b>\$64,381</b>	990
Gapps Global Alliance To Prevent	WA	\$265,582	<b>\$20,066</b>	990
Mining The Truth	TX	\$304,304	<b>\$84,074</b>	990
Kumu Kahua Theatre Inc	HI	\$305,302	<b>\$61,687</b>	990
Leadership Macomb Inc	MI	\$262,652	<b>\$104,889</b>	990
Front Range Community Services Inc	CO	\$262,100	<b>\$51,243</b>	990
Send Musicians To Prison	TN	\$306,358	<b>\$68,822</b>	990
Lexington Lions Club Endowment Inc	KY	\$260,764	<b>\$3,010</b>	990
Atlanta Woman's Club	GA	\$259,551	<b>\$108,681</b>	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Neighbors Plus	MI	\$309,345	<b>\$50,620</b>	990

## ■ 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 WY 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	73 organizations. Compensation range \$751–\$154,111; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$284,004); for reference, expenses \$261,979 and assets \$277,370.
ROLE MATCH	Dale Steenbergen, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	99 <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 (Dale Steenberg) 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 73 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,245 is reasonable (approximately the 47<sup>th</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). 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.