

# Sky City Initiative Inc

Executive Director / CEO

EIN 831520637  
 TN · NTEE S30  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Shannon Bryant, Executive Director / CEO** (\$48,936) 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 **49<sup>th</sup>** percentile of comparable organizations within the typical range

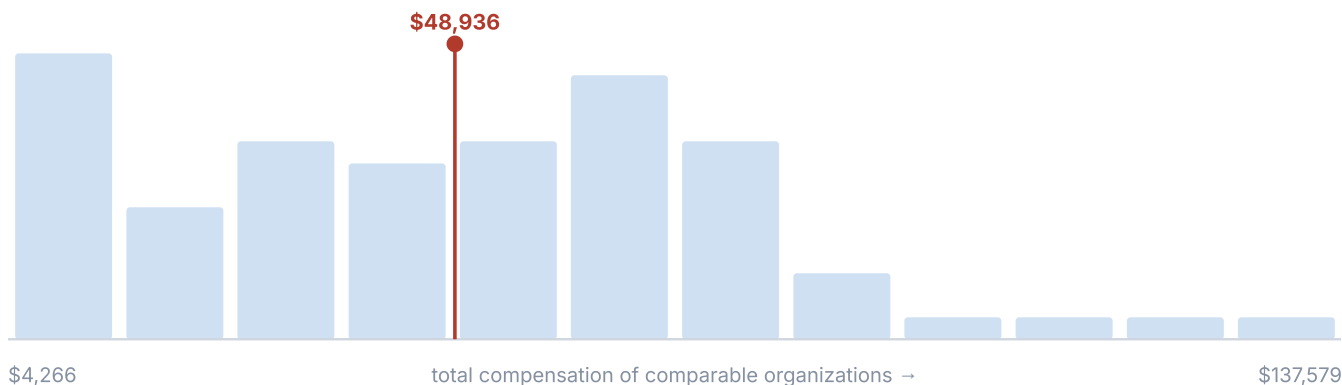
**Benchmarked executive:** Shannon Bryant — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

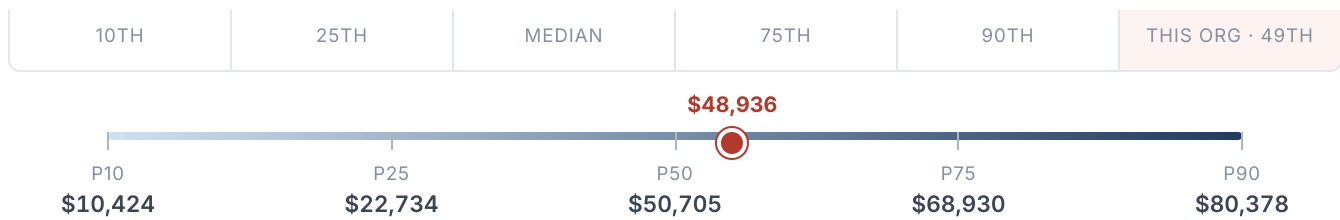
SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$98,554 and \$220,645 — 0.67x to 1.50x the subject's \$147,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,424	\$22,734	\$50,705	\$68,930	\$80,378	\$48,936
----------	----------	----------	----------	----------	----------



## ■ 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 TN 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="#">Rolla Regional Economic Commission</a>	MO	\$145,282	Executive Dir.	\$34,500	<b>\$34,763</b>	2023
<a href="#">Wv Coalition For Technology Based</a>	WV	\$145,078	Chair/executive Director Part Year	\$78,500	<b>\$78,541</b>	2024
<a href="#">North Sioux City Economic</a>	SD	\$144,857	Executive Director	\$92,288	<b>\$96,897</b>	2023
<a href="#">The Foundation Of The Economic</a>	PA	\$149,605	President	\$23,734	<b>\$21,871</b>	2024
<a href="#">Mexicantown Community Development Corp</a>	MI	\$141,691	Executive Director	\$5,334	<b>\$5,088</b>	2024
<a href="#">Advance Shullsburg Inc</a>	WI	\$141,601	Director	\$10,633	<b>\$10,261</b>	2024
<a href="#">Development Research Corporation</a>	OH	\$141,374	President & Ceo	\$44,158	<b>\$44,495</b>	2023
<a href="#">Piedmont Triad Film Commission</a>	NC	\$153,193	Executive Director	\$84,498	<b>\$80,678</b>	2024
<a href="#">Pickaway County Visitors Bureau</a>	OH	\$140,099	Executive Di	\$41,677	<b>\$41,995</b>	2023
<a href="#">Lincoln County Economic</a>	WA	\$154,537	Executive Director	\$64,043	<b>\$51,618</b>	2025
<a href="#">Maslow Development Inc</a>	CA	\$139,467	Executive Director	\$93,750	<b>\$77,015</b>	2023
<a href="#">North Central Enterprise Inc</a>	PA	\$156,183	Executive Director	\$9,175	<b>\$8,704</b>	2023
<a href="#">The Greater Wilkes-barre Development</a>	PA	\$134,703	President/ceo	\$11,279	<b>\$10,393</b>	2024
<a href="#">Camba Economic Development Corporation</a>	NY	\$133,495	President/ceo	\$87,526	<b>\$75,243</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Opportunity Wichita Inc</a>	KS	\$132,579	President - Greater Wichita Partnership	\$28,612	<b>\$28,563</b>	2024
<a href="#">Community Sustainability Enterprise Inc</a>	GA	\$161,800	Executive Director	\$72,645	<b>\$69,490</b>	2023
<a href="#">Grundy Livingston Kankakee</a>	IL	\$162,110	Executive Di	\$74,849	<b>\$67,997</b>	2024
<a href="#">Richfield Tourism Promotion Board Inc</a>	MN	\$162,171	Executive Director	\$56,500	<b>\$51,588</b>	2024
<a href="#">Forward Brunswick Inc</a>	GA	\$164,154	Executive Director	\$80,500	<b>\$74,794</b>	2024
<a href="#">Vermillion Cultural Association</a>	SD	\$164,175	Executive Director	\$34,002	<b>\$34,675</b>	2024
<a href="#">Made With Cola Love</a>	SC	\$127,580	Director	\$12,917	<b>\$12,452</b>	2024
<a href="#">Mt Washington Valley Economic Council</a>	NH	\$126,072	Executive Director	\$69,758	<b>\$59,521</b>	2024
<a href="#">Naugatuck Economic Development</a>	CT	\$125,130	Ceo	\$57,115	<b>\$48,209</b>	2025
<a href="#">Bricker Price Block Restoration Corporation</a>	IA	\$169,197	Executive Director	\$63,423	<b>\$64,170</b>	2024
<a href="#">City Urban Revitalization Corporation</a>	CA	\$124,456	Executive Director	\$35,986	<b>\$27,974</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	73 organizations. Compensation range \$4,266–\$137,579; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$147,097); for reference, expenses \$182,394 and assets \$49,522.
ROLE MATCH	Shannon Bryant, reported title "EXECUTIVE DIRECTOR", 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.

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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	26 <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 (Shannon Bryant) 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 (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,936 is reasonable (approximately the 49<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). 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.