

Startup Columbus Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Ben Macminn, Executive Director / CEO** (\$98,329) against **every comparable organization** that fit the selection criteria — **193** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

Benchmarked executive: Ben Macminn — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

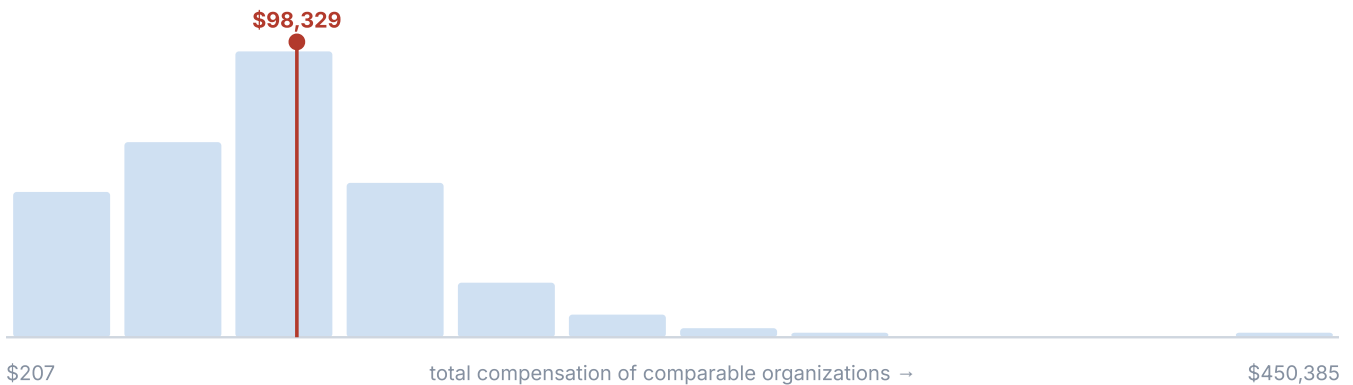
SECTOR Organizations sharing the subject's NTEE classification (S30).

BUDGET Total revenue between \$316,938 and \$709,563 — 0.67x to 1.50x the subject's \$473,042 (the band tightens as size grows).

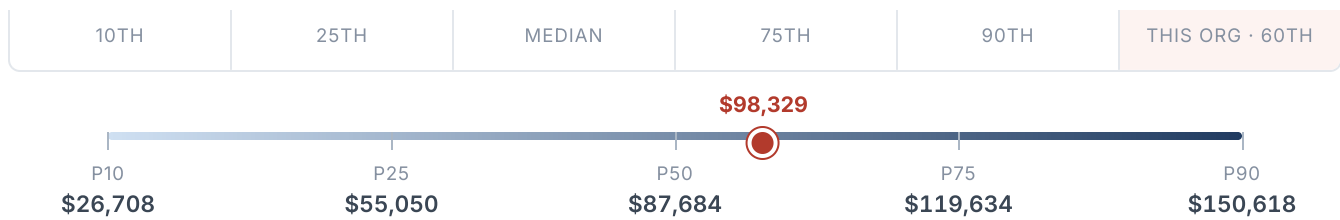
GEOGRAPHY Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

193 organizations qualified on sector, size, and geography → **193** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,708	\$55,050	\$87,684	\$119,634	\$150,618	\$98,329
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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 GA 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
Sustainable Communities Fund	CA	\$474,274	Chief Executive Officer	\$269,537	\$231,476	2024
Built Oregon	OR	\$474,305	Director	\$15,000	\$13,854	2024
Laurel District Association	CA	\$468,876	Executive Dir.	\$52,083	\$44,728	2024
Industry University Research Center Inc	PR	\$467,060	Executive Director	\$140,176	\$140,176	2024
North Central Montana Economic	MT	\$479,833	Executive Direc	\$80,000	\$88,298	2023
Civstart Corp	DC	\$465,744	Ceo	\$96,900	\$87,067	2023
Economic Development Corporation	UT	\$465,280	Director	\$107,039	\$112,173	2023
Michigan Economic Developers	MI	\$463,953	Executive Di	\$117,108	\$123,767	2023
Greater Sarasota Chamber Of Commerce	FL	\$484,842	President	\$27,727	\$26,671	2023
Buffalo Niagara Film Commission Inc	NY	\$459,494	President	\$110,892	\$99,659	2024
Division Midway Alliance For	OR	\$458,798	Executive Dir.	\$90,189	\$83,298	2024
Identity Clark County	WA	\$458,605	Policy And Projects Coordinator	\$2,143	\$1,964	2023
Arlee Community Development Corporation	MT	\$488,173	Executive Director	\$75,000	\$82,779	2023
Gibson County Economic Development Corporation	IN	\$457,365	Executive Director	\$107,796	\$113,057	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Hope Development Company	CA	\$490,629	Ceo	\$234	\$207	2023
San Diego North Economic	CA	\$491,997	Ceo	\$176,358	\$151,455	2024
Economic Development Corporation Of New	CT	\$453,860	Administrator	\$127,844	\$119,214	2024
Downtown Management Corporation Of Fort	FL	\$453,787	President	\$109,750	\$102,539	2024
Prospera Georgia Llc	GA	\$452,756	Ceo/president	\$44,863	\$44,863	2024
Operation Reboot	CA	\$452,245	Chief Executive Officer	\$169,982	\$150,291	2023
Las Vegas Employment Project	NV	\$451,865	President	\$16,195	\$15,729	2025
Grow Licking County	OH	\$451,225	Executive Director	\$120,000	\$130,138	2023
Kahua Paa Mua Inc	HI	\$495,746	Mr	\$30,990	\$27,594	2024
Xcelerate Women	OR	\$450,105	Executive Dir.	\$94,938	\$87,684	2024
Franklin Southampton Economic	VA	\$449,138	President	\$95,605	\$91,807	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **193** organizations. Compensation range \$207–\$450,385; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$473,042); for reference, expenses \$387,699 and assets \$183,582.
ROLE MATCH	Ben Macminn, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 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	60 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	49 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 (Ben Macminn) 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 193 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,329 is reasonable (approximately the 60th 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.