

# The Camden Collective

Executive Director / CEO

EIN 853008271

MN · NTEE S20

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Anna Gerdeen, Executive Director / CEO** (\$60,238) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

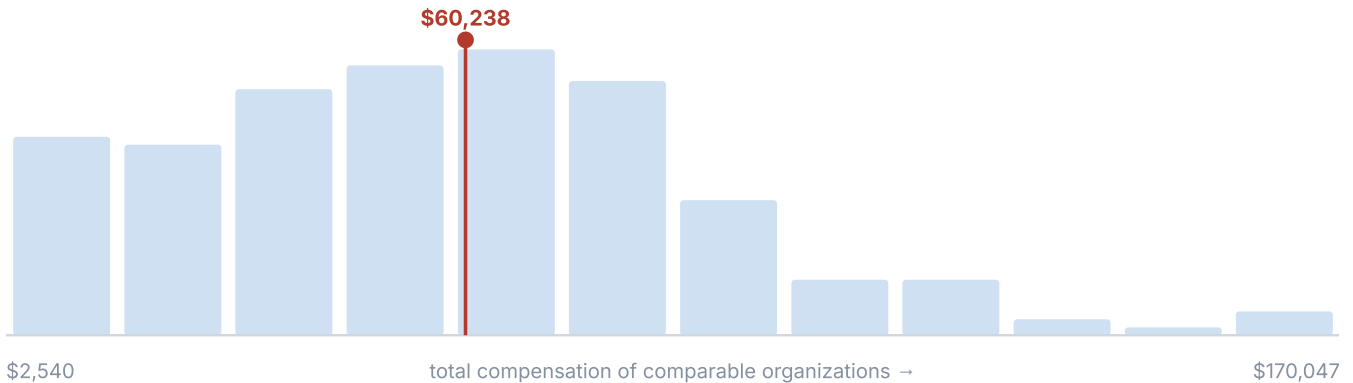
**Benchmarked executive:** Anna Gerdeen — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$137,630 and \$308,127 — 0.67× to 1.50× the subject's \$205,418 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue.

**219** organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,168	\$33,081	\$56,425	\$77,736	\$96,421	<b>\$60,238</b>
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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 MN 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="#">Peak Literacy Inc</a>	FL	\$205,439	Executive Director	\$67,319	<b>\$64,002</b>	2024
<a href="#">A Greater Good</a>	IN	\$204,813	President	\$35,366	<b>\$38,859</b>	2023
<a href="#">Providence Resilience Partnership Inc</a>	RI	\$206,200	Executive Director	\$130,000	<b>\$126,154</b>	2024
<a href="#">Savannah Waterfront Association</a>	GA	\$204,437	Executive Di	\$116,600	<b>\$122,154</b>	2023
<a href="#">Friends Of Panthertown Inc</a>	NC	\$204,230	Executive Di	\$53,869	<b>\$57,994</b>	2023
<a href="#">The Macatawa Resource Center</a>	MI	\$203,954	Executive Dir.	\$33,277	<b>\$34,761</b>	2024
<a href="#">Delta Foundation Inc</a>	MS	\$203,948	Chariman & President	\$37,954	<b>\$44,043</b>	2023
<a href="#">Discover Downtown Franklin Inc</a>	IN	\$207,997	Former Executive Director	\$37,798	<b>\$41,531</b>	2023
<a href="#">Jackson Metro Sponsoring Committee-worki</a>	MS	\$208,127	Lead Organizer	\$110,175	<b>\$127,851</b>	2023
<a href="#">Pan American Concerned Citizens Action League Inc</a>	NJ	\$202,484	Executive Director	\$84,618	<b>\$76,459</b>	2024
<a href="#">Springboard Incubators Inc</a>	NY	\$208,632	President/ceo	\$10,640	<b>\$9,730</b>	2024
<a href="#">Hammonton Revitalization Corporation</a>	NJ	\$201,722	Director	\$46,687	<b>\$43,432</b>	2023
<a href="#">Downtown Gadsden Inc</a>	AL	\$201,684	Executive Director	\$82,885	<b>\$93,297</b>	2023
<a href="#">Southeast Fairfax Development Corp</a>	VA	\$201,486	Executive Dir.	\$116,143	<b>\$113,490</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rose Garden Community Development Corporation</a>	GA	\$210,003	Ceo	\$20,000	<b>\$20,953</b>	2023
<a href="#">Loiter</a>	OH	\$200,696	Cofounder	\$26,884	<b>\$30,885</b>	2022
<a href="#">New Consensus</a>	DC	\$200,567	Executive Director	\$179,707	<b>\$164,309</b>	2023
<a href="#">Three Squares Main Street Jp Inc</a>	MA	\$200,480	Executive Director	\$75,445	<b>\$70,638</b>	2023
<a href="#">The Mindful Group Inc</a>	WI	\$200,000	Director	\$20,000	<b>\$21,139</b>	2024
<a href="#">Uphams Corner Main Street Incorporated</a>	MA	\$211,661	Executive Director	\$102,217	<b>\$92,959</b>	2024
<a href="#">Project Mend-a-house Incorporation</a>	VA	\$212,095	Executive Director	\$65,000	<b>\$63,515</b>	2024
<a href="#">Willowbrook Inclusion Network</a>	CA	\$212,180	President/chairperson	\$85,000	<b>\$76,475</b>	2023
<a href="#">Westside Legends Inc</a>	MA	\$212,798	President	\$5,150	<b>\$4,684</b>	2024
<a href="#">The Community Development Society</a>	MO	\$197,498	Executive Director	\$84,587	<b>\$90,668</b>	2024
<a href="#">Midwest Education And Community Outreach</a>	WI	\$214,069	President	\$44,000	<b>\$46,505</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **219** organizations. Compensation range \$2,540–\$170,047; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$205,418); for reference, expenses \$237,830 and assets \$60,566.
ROLE MATCH	Anna Gerdeen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Anna Gerdeen) 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 219 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,238 is reasonable (approximately the 54<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.