

Routt County Economic Development

Executive Director / CEO

This analysis benchmarks the total compensation of **John Bristol, Executive Director / CEO** (\$99,225) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: John Bristol — 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 (S40).

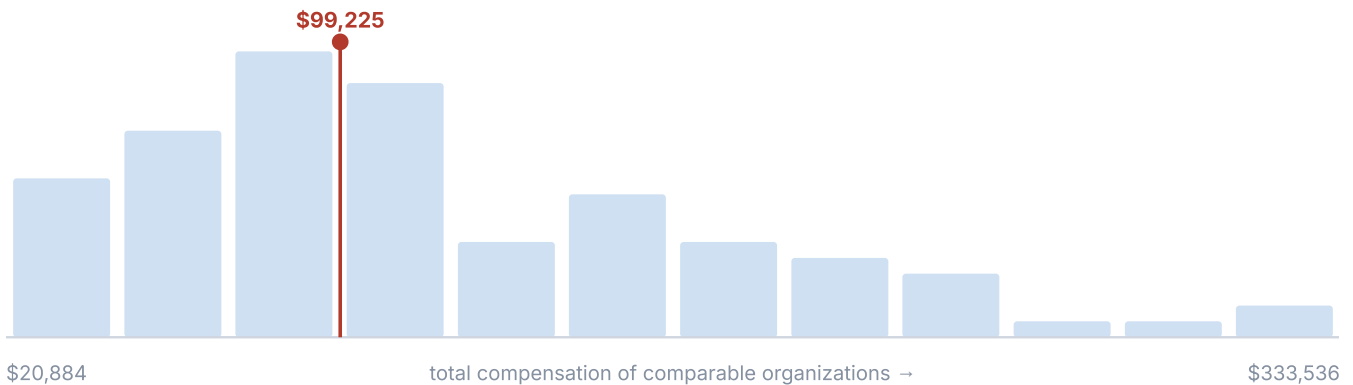
BUDGET Total revenue between \$292,369 and \$654,559 — 0.67x to 1.50x the subject's \$436,373 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$44,983	\$73,066	\$106,104	\$165,901	\$216,070	\$99,225
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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 CO 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
Greater Leimert Park Village & Crenshaw	CA	\$437,333	Executive Dir.	\$60,000	\$55,628	2023
German American Business Council Inc	DC	\$438,038	President/ceo	\$354,000	\$333,536	2023
Indo Am Chamber Of Commerce Of Greater Dallas	TX	\$434,330	Executive Director	\$115,000	\$119,969	2024
Wyoming Capital Access	WY	\$440,118	President	\$66,375	\$74,124	2024
Commuter Rail Coalition	VA	\$443,067	Ceo	\$200,000	\$215,839	2022
Tech Serve International Inc	AR	\$428,555	President	\$92,928	\$108,935	2024
Battle Creek Area Assoc Of Realtors	MI	\$427,595	Ceo	\$76,351	\$84,614	2023
Business Leadership Council	IL	\$445,387	Executive Director	\$94,792	\$100,059	2023
Business Network Of Emergency Resources	NY	\$427,009	President / Ceo	\$90,000	\$84,814	2024
Shelby County Tourism & Visitors'	IN	\$422,361	Executive Di	\$62,875	\$69,149	2024
R Street Sacramento Partnership	CA	\$420,086	Administrator	\$52,920	\$47,656	2024
Positively Groundfish	CA	\$420,000	Executive Director	\$122,003	\$113,113	2023
Texas Coalition For Affordable Ins Solutions	TX	\$420,000	Executive Director	\$201,178	\$216,070	2023
Lake Champlain Opportunity Fund Inc	VT	\$418,978	President	\$26,127	\$27,425	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Oregon Veterinary Medical Association	OR	\$454,880	Ex Dir/treasure	\$89,977	\$89,715	2023
Professional Remodeling Organization Of Metro Dc Inc	VA	\$416,132	Executive Director	\$110,000	\$114,036	2023
Naiop - Wisconsin Chapter Inc	WI	\$412,539	Exec. Director	\$177,418	\$193,235	2024
Volta Foundation Inc	CA	\$460,846	Executive Director	\$70,000	\$64,900	2023
Pennsylvania Private Equity Network	PA	\$408,392	Executive Director	\$122,296	\$127,188	2024
Sona Songwriters Of North America	CA	\$406,348	Trustee	\$78,462	\$70,658	2024
Air Refueling Systems Advisory Group International	TX	\$468,559	Chairman	\$66,539	\$71,464	2023
Int'l Ind Showmen's Foundation Inc	FL	\$469,399	Director	\$38,295	\$38,626	2023
United Steelworkers Local 11-13214	WY	\$470,965	President	\$37,637	\$42,031	2024
Utah Ready Mixed Concrete Association	UT	\$476,463	Executive Director	\$212,082	\$226,370	2024
Queen City Angels	OH	\$395,808	Executive Director	\$180,560	\$199,442	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	91 organizations. Compensation range \$20,884–\$333,536; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$436,373); for reference, expenses \$435,248 and assets \$107,742.
ROLE MATCH	John Bristol, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	45 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	40 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 (John Bristol) 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 91 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,225 is reasonable (approximately the 45th 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.