

Summit Economic Partnership

Executive Director / CEO

EIN 874361445

CO · NTEE S30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thayer Hirsh, Executive Director / CEO** (\$135,000) against **every comparable organization** that fit the selection criteria — **196** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

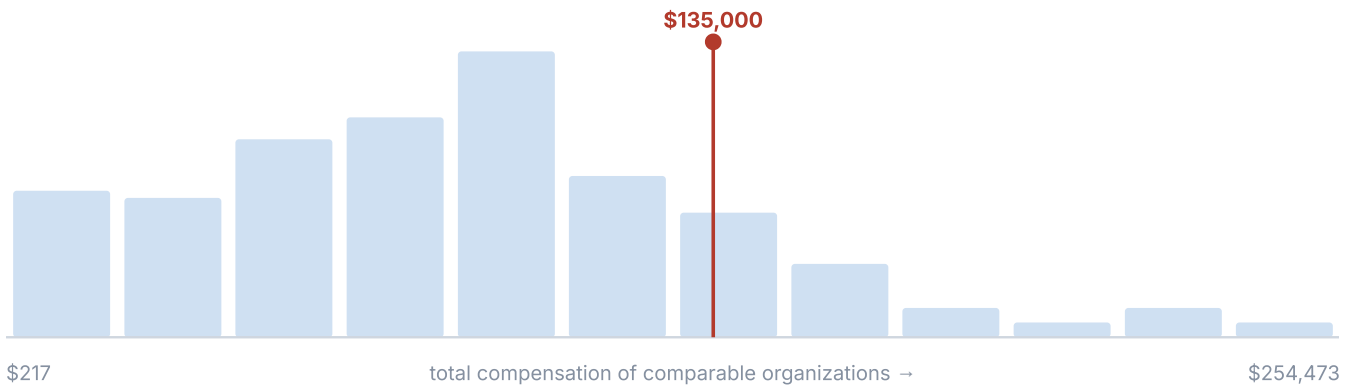
Benchmarked executive: Thayer Hirsh — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$263,319 and \$589,521 — 0.67x to 1.50x the subject's \$393,014 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

196 organizations qualified on sector, size, and geography → **196** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,717	\$48,653	\$86,699	\$112,122	\$150,814	\$135,000
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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
Langlade County Economic	WI	\$391,544	Executive Di	\$79,083	\$88,678	2023
Fort Belknap Community Economic Develop	MT	\$396,766	Chairman	\$300	\$337	2024
Carroll Technology Council Inc	MD	\$389,169	Executive Di	\$103,428	\$103,821	2023
West Michigan Hispanic Chamber Of	MI	\$387,399	President &	\$26,175	\$29,008	2023
Greater Lincoln Chamber Foundation	NE	\$386,587	Vp & General Counsel	\$54,118	\$60,703	2024
Minnesota Center For Employee Ownership	MN	\$386,210	Executive Director	\$69,046	\$71,151	2024
Trend Community Development Corporation	IL	\$399,854	Coo	\$107,965	\$113,964	2023
International Business As Mission Inc	VA	\$385,960	President	\$4,500	\$4,531	2024
Forest City Food Collective	OH	\$400,126	Executive Director	\$70,200	\$75,542	2025
Kendall County Economic Development Corporation	TX	\$385,842	President/ceo	\$142,560	\$148,720	2024
Waukesha County Center For Growth Inc	WI	\$400,269	Executive Director	\$174,758	\$190,338	2024
Kodiak Archipelago Leadership Institute	AK	\$400,877	Executive Director	\$100,059	\$99,764	2024
Economic Development Council	TX	\$401,483	Executive Di	\$243,933	\$254,473	2024
The Villages Community Development Corp	MI	\$401,574	Executive Director	\$73,034	\$78,616	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Historic Hillsboro Downtown Partnership	OR	\$402,408	Executive Director	\$44,219	\$41,721	2025
Princeton Business Partnership	NJ	\$402,438	Executive Director	\$116,642	\$108,609	2024
Wenatchee Downtown Association	WA	\$402,652	Executive Director	\$83,932	\$78,367	2024
Vernon Economic Development	WI	\$402,740	Executive Director	\$88,080	\$95,932	2024
Allendale County Alive	SC	\$382,763	Executive Director	\$41,811	\$44,317	2025
Hyattsville Community Development	MD	\$406,067	Executive Director	\$95,000	\$92,625	2024
Lapeer Development Corporation	MI	\$379,284	Executive Di	\$121,900	\$131,217	2024
82nd Street District Management	NY	\$378,507	Executive Dir.	\$90,568	\$87,870	2023
Downtown Wichita Falls Development Inc	TX	\$378,130	Executive Director	\$75,846	\$79,123	2024
Innovation For Green Advanced	CA	\$407,982	Exec Dir, Treasurer	\$150,000	\$131,598	2025
Heart Of Brevard	NC	\$375,666	Executive Director	\$88,649	\$95,526	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	196 organizations. Compensation range \$217–\$254,473; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$393,014); for reference, expenses \$310,490 and assets \$86,175.
ROLE MATCH	Thayer Hirsh, reported title "CEO", 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.
OUTLIERS	7 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	84 th
Total compensation (D + F), as reported (no adjustments)	85 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	76 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 (Thayer Hirsh) 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 196 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$135,000 is reasonable (approximately the 84th 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.