

Nevada Subcontractors Association

Executive Director / CEO

EIN 880444136

NV · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Gaines, Executive Director / CEO** (\$138,900) against **every comparable organization** that fit the selection criteria — **556** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

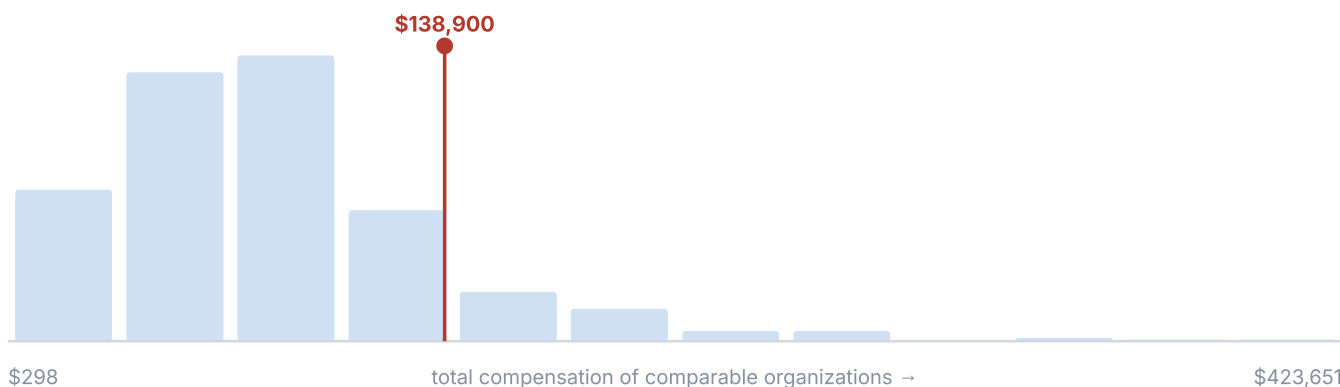
Benchmarked executive: Kelly Gaines — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$216,233 and \$484,104 — 0.67x to 1.50x the subject's \$322,736 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

556 organizations qualified on sector, size, and geography → **556** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,343	\$49,125	\$74,871	\$107,056	\$151,239	\$138,900
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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 NV 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
Orange County Iranian American	CA	\$322,713	Ceo	\$86,363	\$76,596	2023
Partnership For Haddonfield Inc	NJ	\$323,375	Executive Director	\$68,289	\$60,827	2024
Finishing Contractors Association Of	CA	\$321,943	President	\$2,000	\$1,678	2025
Fire Sprinkler Contractors Assoc Of Tex	TX	\$321,705	Executive Director	\$42,004	\$43,156	2023
West Virginia Housing Institute Inc	WV	\$321,686	Executive Director	\$92,319	\$102,667	2023
Ozark Dale Co Economic Development	AL	\$323,809	Director	\$91,049	\$98,131	2024
Entomological Society Of America	MD	\$321,510	Executive Director	\$55,376	\$53,175	2023
Pan American International Movers Assoc Inc	FL	\$324,061	Exec Director	\$77,760	\$72,877	2024
North Carolina Dermatology Association	NC	\$321,213	Executive Director	\$17,375	\$17,910	2024
Cabinet Makers Association	MI	\$324,296	Executive Director	\$130,956	\$134,849	2024
Independence Business Alliance	PA	\$321,169	Chief Executive Officer	\$99,492	\$101,906	2023
Aia Charlotte A Section Of The Nc	NC	\$320,443	Executive Director	\$113,131	\$120,062	2023
Arizona Farm And Ranch Group	AZ	\$320,324	Ceo	\$45,750	\$43,895	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Buffalo Niagara Manufacturing Alliance	NY	\$320,173	Executive Director	\$105,000	\$97,452	2023
Retired Detroit Police & Fire Fighters Assn	MI	\$325,434	President	\$30,500	\$31,407	2024
Building & Supporting Entrepreneurship	PA	\$325,637	President	\$34,515	\$34,338	2024
Tennessee Licensed Professional Counselors Association	TN	\$319,635	Executive Director	\$12,000	\$12,584	2024
Taan Worldwide Inc	VA	\$319,194	President	\$140,583	\$139,417	2023
Powhatan Chamber Of Commerce	VA	\$326,450	Executive Director	\$65,000	\$62,612	2024
Texas Association Of Community Schools	TX	\$319,020	Executive Director	\$157,650	\$153,270	2025
Burnsville Convention And Visitors	MN	\$318,925	Executive Di	\$93,500	\$92,170	2024
Kingdom Chamber Of Commerce Inc	NJ	\$318,476	President	\$26,592	\$23,686	2024
Medical Staff Of Good Samaritan Hospital	NY	\$327,109	President	\$30,000	\$27,843	2023
Texas Water Infrastructure Network	TX	\$327,112	Executive Director	\$245,000	\$251,718	2023
Citizens Trade Campaign	DC	\$317,891	Executive Director	\$91,270	\$82,263	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	556 organizations. Compensation range \$298–\$423,651; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$322,736); for reference, expenses \$378,501 and assets \$174,077.
ROLE MATCH	Kelly Gaines, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	88 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	85 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 (Kelly Gaines) 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 556 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$138,900 is reasonable (approximately the 88th 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.