

Bisonx

Executive Director / CEO

EIN 921425437

ND · NTEE S32

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicholas J Edwards, Executive Director / CEO** (\$208,504) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Nicholas J Edwards — 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 (S32).

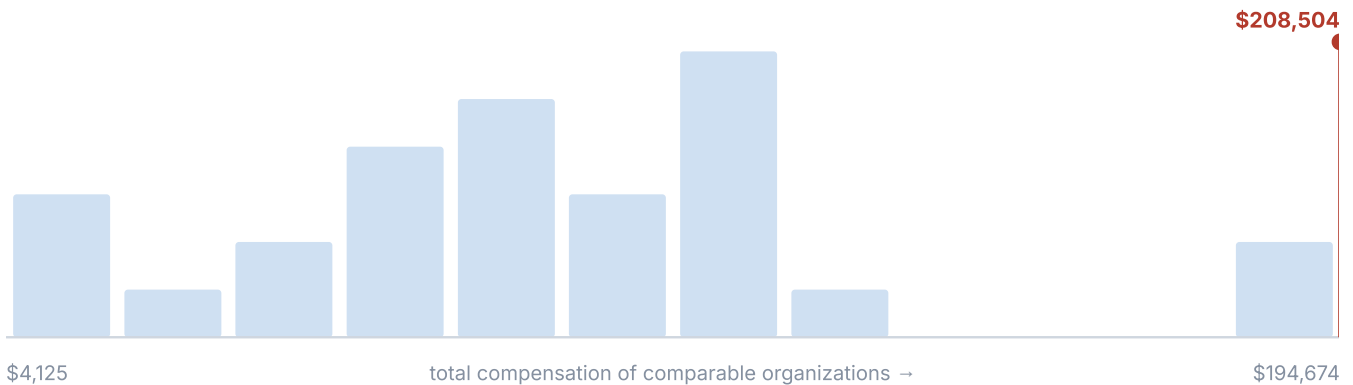
BUDGET Total revenue between \$334,925 and \$749,833 — 0.67x to 1.50x the subject's \$499,889 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S32), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,790	\$59,355	\$82,362	\$101,771	\$116,149	\$208,504
----------	----------	----------	-----------	-----------	-----------



■ 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 ND 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
Door County Economic Development	WI	\$505,269	Secretary And Executive Director	\$116,902	\$108,060	2024
Lemhi County Economic Development Association Inc	ID	\$493,886	Exec Director	\$49,921	\$48,392	2023
North Dakota Farmers Union Foundation	ND	\$507,249	President	\$9,900	\$9,616	2024
Southern Mutual Help Association Inc	LA	\$471,290	President	\$180,319	\$180,932	2023
Great Plains Development Inc	KS	\$469,125	Co-executive Director	\$84,532	\$80,830	2024
Franklinton Center At Bricks Inc	NC	\$540,339	Executive Director	\$80,850	\$73,940	2024
Kentucky Science Teachers Association	KY	\$543,929	Executive Dir.	\$116,136	\$107,589	2025
Northwest Douglas County Economic	CO	\$547,688	President	\$75,833	\$66,260	2023
Alliance 2005	WA	\$559,389	Executive Director	\$104,223	\$82,590	2024
Community Capital Of Vermont	VT	\$438,273	Executive Di	\$113,519	\$101,131	2024
Chehalis Tribal Loan Fund	WA	\$437,153	Executive Director	\$127,500	\$101,035	2024
Indiana Cooperative Development	IN	\$437,011	Executive Di	\$131,561	\$122,797	2024
South-central Indiana Regional	IN	\$427,663	Executive Di	\$92,548	\$86,383	2024
Texas Rural Communiites Inc	TX	\$421,076	Executive Director	\$81,617	\$72,261	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rural Peoples Platform	WA	\$390,950	Executive Director	\$36,207	\$28,691	2024
Northeast Texas Economic Development	TX	\$389,637	Executive Director	\$12,920	\$11,439	2024
North Central Planning Council	ND	\$613,987	Executive Director	\$115,017	\$111,717	2024
Appalachian Independence Center	VA	\$623,585	Executive Di	\$71,198	\$59,278	2025
Rural Consumer Services Corporation	NC	\$374,114	Ceo/general	\$212,866	\$194,674	2024
laf Northwest	WA	\$344,164	Lead Organizer	\$5,205	\$4,125	2024
Seabrook Community Foundation	WA	\$657,787	Executive Director	\$75,000	\$59,432	2024
Beadle And Spink Enterprise	SD	\$340,295	Executive Di	\$67,175	\$65,618	2024
Montana Cooperative Development Center	MT	\$677,678	Executive Director	\$85,855	\$84,332	2023
Upper Cumberland Entrepreneurial	TN	\$687,547	President & Ceo	\$101,400	\$94,338	2024
New Covenant Community Development	IL	\$691,128	Executive Di	\$114,316	\$102,410	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND cost of living and 2023 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 ND 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 27 organizations. Compensation range \$4,125–\$194,674; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$499,889); for reference, expenses \$513,220 and assets \$22,031.
ROLE MATCH	Nicholas J Edwards, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	100 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	93 rd

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 (Nicholas J Edwards) 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 27 similarly situated organizations (Same NTEE sector (S32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$208,504 is reasonable (approximately the 100th 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.