

# Warren County Chamber Of Business

Executive Director / CEO

EIN 043667033

PA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **James Decker, Executive Director / CEO** (\$110,529) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

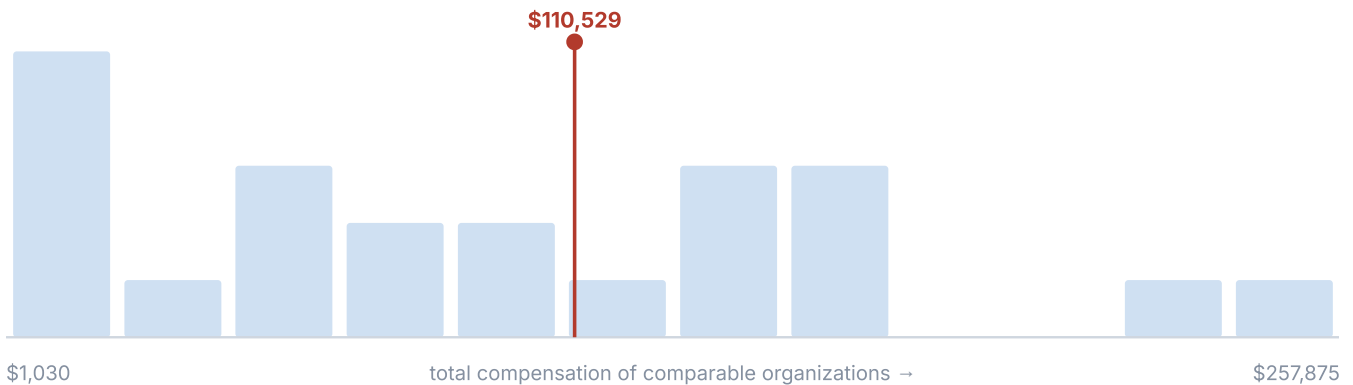
**Benchmarked executive:** James Decker — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$301,914 and \$675,928 — 0.67x to 1.50x the subject's \$450,619 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + PA + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,724	\$39,528	\$93,916	\$147,523	\$170,909	<b>\$110,529</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 PA 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="#">Juniata County Agricultural Society</a>	PA	\$447,332	2nd Vice Pre	\$1,225	<b>\$1,225</b>	2024
<a href="#">American Concrete Pavement</a>	PA	\$446,818	President	\$163,240	<b>\$163,240</b>	2024
<a href="#">Dayton Agricultural &amp; Mech Assoc</a>	PA	\$460,350	President	\$1,680	<b>\$1,680</b>	2024
<a href="#">Lower Bucks County Chamber Of Commerce</a>	PA	\$427,438	Executive Dir.	\$57,243	<b>\$57,243</b>	2024
<a href="#">Juniata River Valley Visitors Bureau</a>	PA	\$475,732	Executive Director	\$54,567	<b>\$54,567</b>	2024
<a href="#">Lawrence County Tourist Promotion Agency Inc</a>	PA	\$425,020	Executive Director	\$77,185	<b>\$77,185</b>	2024
<a href="#">Venango County Fair Inc</a>	PA	\$409,736	Treasurer	\$12,180	<b>\$12,180</b>	2024
<a href="#">Blue Valley Farm Show Inc</a>	PA	\$409,333	President	\$2,119	<b>\$2,119</b>	2024
<a href="#">International Association Of Animal</a>	PA	\$405,782	Executive Director	\$102,923	<b>\$102,923</b>	2024
<a href="#">Builders Guild Of Western Pennsylvania Inc</a>	PA	\$394,165	Executive Director	\$161,000	<b>\$156,850</b>	2025
<a href="#">Pennsylvania Academy Of General Den</a>	PA	\$375,404	Executive Di	\$85,400	<b>\$85,400</b>	2024
<a href="#">Pennsylvania Coalition For Civil Justice</a>	PA	\$536,775	Executive Director	\$222,742	<b>\$222,742</b>	2024
<a href="#">Global Retailer And Manufacturer Alliance Inc</a>	PA	\$556,718	Executive Director	\$166,833	<b>\$171,761</b>	2023
<a href="#">Building &amp; Supporting Entrepreneurship</a>	PA	\$325,637	President	\$34,515	<b>\$34,515</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pittsburgh Human Resources Association</a>	PA	\$577,313	Executive Director	\$128,641	<b>\$128,641</b>	2024
<a href="#">Technology Councils Of North America</a>	PA	\$578,228	Ceo	\$257,875	<b>\$257,875</b>	2024
<a href="#">Independence Business Alliance</a>	PA	\$321,169	Chief Executive Officer	\$99,492	<b>\$102,431</b>	2023
<a href="#">Brewers Of Pennsylvania</a>	PA	\$305,632	Executive Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">Pittsburgh Works Together Inc</a>	PA	\$606,250	President	\$152,460	<b>\$148,530</b>	2025
<a href="#">Creosote Council Iii Inc</a>	PA	\$653,500	Technical Di	\$144,500	<b>\$144,500</b>	2024
<a href="#">Westmoreland Chamber Of Commerce</a>	PA	\$661,079	Presidentceo	\$130,774	<b>\$130,774</b>	2024
<a href="#">Gratz Agricultural &amp; Horticultural Association</a>	PA	\$661,979	President	\$1,000	<b>\$1,030</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 22 organizations. Compensation range \$1,030–\$257,875; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$450,619); for reference, expenses \$532,070 and assets \$194,098.

**ROLE MATCH** James Decker, reported title "*PRESIDENT/CEO*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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 (James Decker) 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 22 similarly situated organizations (Same NTEE sector (S41) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,529 is reasonable (approximately the 59<sup>th</sup> 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.