

Shoreline Chamber Of Commerce

Executive Director / CEO

EIN 061196325

CT · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dee Jacob, Executive Director / CEO** (\$72,500) against **every comparable organization** that fit the selection criteria — **461** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

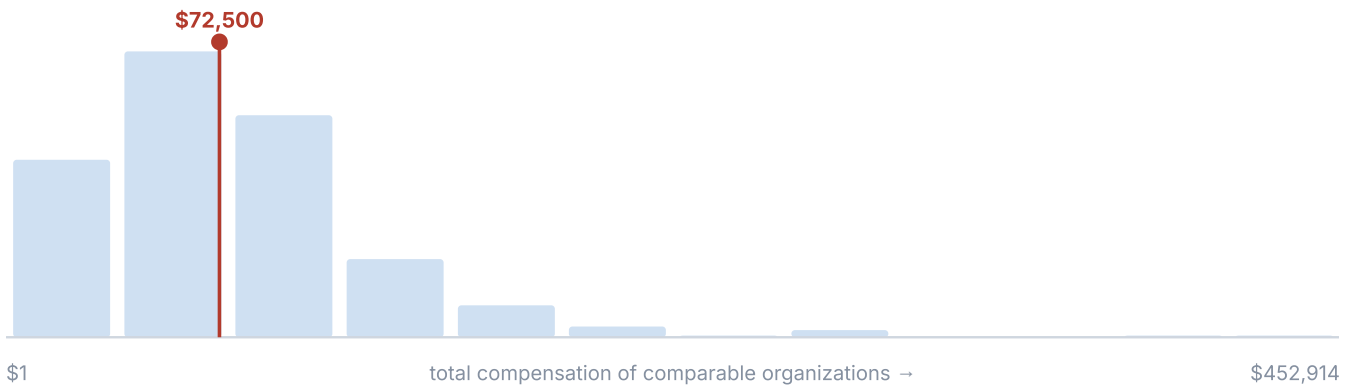
Benchmarked executive: Dee Jacob — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$152,015 and \$340,333 — 0.67x to 1.50x the subject's \$226,889 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

461 organizations qualified on sector, size, and geography → **461** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,185	\$42,664	\$68,698	\$96,458	\$135,947	\$72,500
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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 CT 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
New Mexico Independent Power Producers	AZ	\$227,260	Director	\$182,733	\$187,432	2024
Misquamicut Business Association	RI	\$226,497	Executive Di	\$56,300	\$57,577	2024
Fine Chocolate Industry Association	WA	\$227,361	Executive Dir.	\$56,667	\$55,709	2023
German American Business Assoc Of Calif	CA	\$226,244	Executive Director	\$48,692	\$44,843	2024
North Carolina Motorsports	NC	\$226,226	Executive Di	\$60,000	\$66,121	2024
Development Partner Institute Inc	IL	\$227,747	Executive Di	\$102,073	\$107,027	2024
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$82,382	2024
Lamoille Economic Development Corp	VT	\$225,726	Executive Director	\$95,000	\$99,353	2025
Order Of The Engineer Inc	AZ	\$225,594	Executive Director	\$73,650	\$75,544	2024
Airport Gateway Business Association	WI	\$228,260	Executive Dir.	\$105,325	\$117,317	2024
United Vegetable Growers Cooperative	CA	\$225,143	Ceo	\$250,000	\$230,240	2024
Nevada Petroleum Marketers &	UT	\$224,761	State Execut	\$80,285	\$87,637	2024
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$64,354	2024
Metropolitan Memphis Hotel &	TN	\$229,231	President	\$165,000	\$184,978	2024
Denver Petroleum Club Inc	CO	\$224,516	Executive Director	\$90,000	\$92,041	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Welding Research Council Inc	OH	\$224,007	Secretary	\$25,000	\$29,074	2023
Western Medical Center	CA	\$223,931	Chief Of Staff	\$60,000	\$56,889	2023
Greater Blythewood Chamber Of Commerce	SC	\$229,897	Admin Asst	\$17,058	\$18,490	2025
Creative Enterprise Zone	MN	\$223,848	Executive Di	\$91,528	\$96,458	2024
Icti C A R E Foundation Inc	NY	\$223,734	Bookkeeper	\$132,215	\$127,423	2024
Blair Chiropractic Membership	AL	\$223,589	Executive Director	\$66,824	\$76,996	2024
Veterinary Specialty Practice Alliance Inc	OH	\$223,460	Executive Director	\$62,400	\$70,489	2024
Secure Water Alliance	CA	\$230,595	Executive Dir.	\$90,000	\$85,334	2023
Next Generation In Trucking Association	KY	\$223,098	President	\$141,413	\$166,825	2023
Advanced Media Workflow Assoc Inc	WA	\$230,684	Executive Director	\$117,000	\$111,721	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 461 organizations. Compensation range \$1–\$452,914; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$226,889); for reference, expenses \$255,580 and assets \$42,777.

ROLE MATCH	Dee Jacob, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	54 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	50 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 (Dee Jacob) 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 461 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,500 is reasonable (approximately the 54th 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.