

# Business Network Of Emergency Resources

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Peter Picarillo, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Peter Picarillo — 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 (S40).

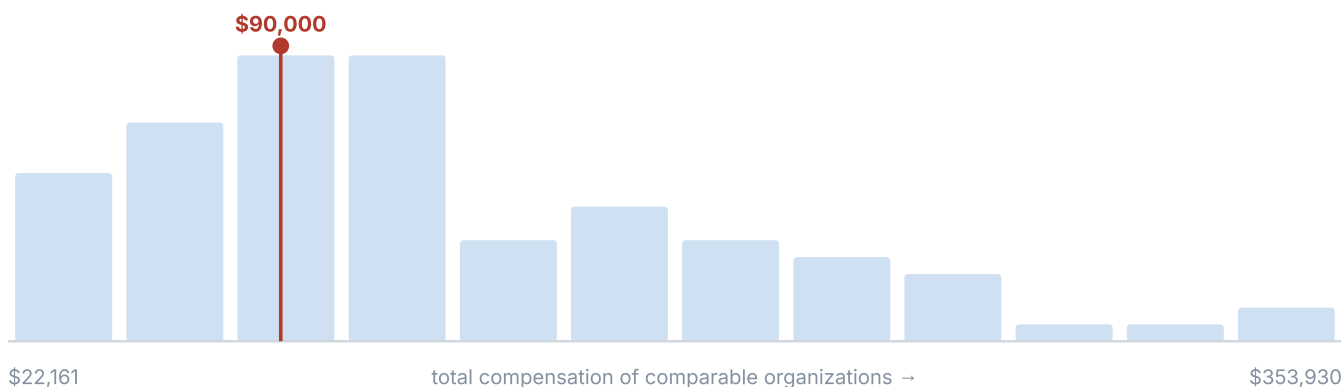
**BUDGET** Total revenue between \$286,096 and \$640,513 — 0.67x to 1.50x the subject's \$427,009 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

**90** organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$47,636	\$76,971	\$110,758	\$174,448	\$230,374	\$90,000
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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 NY 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="#">Battle Creek Area Assoc Of Realtors</a>	MI	\$427,595	Ceo	\$76,351	<b>\$89,788</b>	2023
<a href="#">Tech Serve International Inc</a>	AR	\$428,555	President	\$92,928	<b>\$115,596</b>	2024
<a href="#">Shelby County Tourism &amp; Visitors'</a>	IN	\$422,361	Executive Di	\$62,875	<b>\$73,377</b>	2024
<a href="#">R Street Sacramento Partnership</a>	CA	\$420,086	Administrator	\$52,920	<b>\$50,570</b>	2024
<a href="#">Positively Groundfish</a>	CA	\$420,000	Executive Director	\$122,003	<b>\$120,029</b>	2023
<a href="#">Texas Coalition For Affordable Ins Solutions</a>	TX	\$420,000	Executive Director	\$201,178	<b>\$229,281</b>	2023
<a href="#">Indo Am Chamber Of Commerce Of Greater Dallas</a>	TX	\$434,330	Executive Director	\$115,000	<b>\$127,305</b>	2024
<a href="#">Lake Champlain Opportunity Fund Inc</a>	VT	\$418,978	President	\$26,127	<b>\$29,102</b>	2024
<a href="#">Routt County Economic Development</a>	CO	\$436,373	Executive Dir.	\$99,225	<b>\$105,292</b>	2024
<a href="#">Greater Leimert Park Village &amp; Crenshaw</a>	CA	\$437,333	Executive Dir.	\$60,000	<b>\$59,029</b>	2023
<a href="#">Professional Remodeling Organization Of Metro Dc Inc</a>	VA	\$416,132	Executive Director	\$110,000	<b>\$121,009</b>	2023
<a href="#">German American Business Council Inc</a>	DC	\$438,038	President/ceo	\$354,000	<b>\$353,930</b>	2023
<a href="#">Wyoming Capital Access</a>	WY	\$440,118	President	\$66,375	<b>\$78,656</b>	2024
<a href="#">Naiop - Wisconsin Chapter Inc</a>	WI	\$412,539	Exec. Director	\$177,418	<b>\$205,050</b>	2024
<a href="#">Commuter Rail Coalition</a>	VA	\$443,067	Ceo	\$200,000	<b>\$229,036</b>	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Business Leadership Council</a>	IL	\$445,387	Executive Director	\$94,792	<b>\$106,177</b>	2023
<a href="#">Pennsylvania Private Equity Network</a>	PA	\$408,392	Executive Director	\$122,296	<b>\$134,965</b>	2024
<a href="#">Sona Songwriters Of North America</a>	CA	\$406,348	Trustee	\$78,462	<b>\$74,978</b>	2024
<a href="#">Oregon Veterinary Medical Association</a>	OR	\$454,880	Ex Dir/treasure	\$89,977	<b>\$95,201</b>	2023
<a href="#">Queen City Angels</a>	OH	\$395,808	Executive Director	\$180,560	<b>\$211,637</b>	2024
<a href="#">Volta Foundation Inc</a>	CA	\$460,846	Executive Director	\$70,000	<b>\$68,868</b>	2023
<a href="#">Air Refueling Systems Advisory Group International</a>	TX	\$468,559	Chairman	\$66,539	<b>\$75,834</b>	2023
<a href="#">Int'l Ind Showmen's Foundation Inc</a>	FL	\$469,399	Director	\$38,295	<b>\$40,988</b>	2023
<a href="#">United Steelworkers Local 11-13214</a>	WY	\$470,965	President	\$37,637	<b>\$44,601</b>	2024
<a href="#">Mississippi Gaming &amp; Hospitality As</a>	MS	\$382,314	Executive Director	\$160,417	<b>\$203,559</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **90** organizations. Compensation range \$22,161–\$353,930; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$427,009); for reference, expenses \$418,225 and assets \$893,799.
ROLE MATCH	Peter Picarillo, reported title " <i>PRESIDENT / CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	41 <sup>st</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Peter Picarillo) 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 90 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 37<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.