

Professional Advocacy Association Of

Executive Director / CEO

EIN 200001063

TX · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Laurie F Pair, Executive Director / CEO** (\$23,500) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Laurie F Pair — reported title “SEC/EXEC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

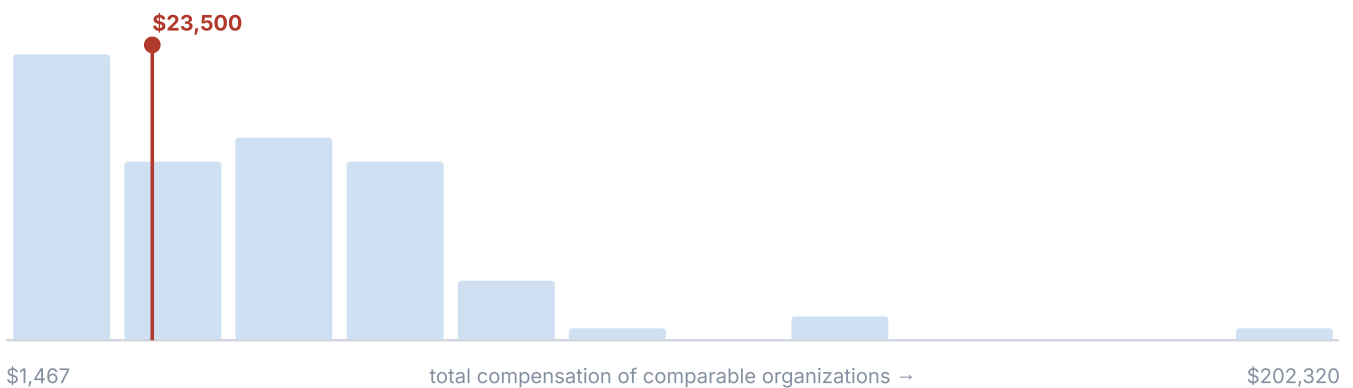
SECTOR Organizations sharing the subject's NTEE classification (S41).

BUDGET Total revenue between \$65,442 and \$146,512 — 0.67x to 1.50x the subject's \$97,675 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

80 organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,984	\$14,829	\$37,301	\$57,959	\$69,224	\$23,500
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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 TX 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
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$38,967	2023
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$63,565	2025
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$4,926	2023
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$68,896	2021
Fruitland Chamber Of Commerce Inc	ID	\$98,710	Executive Dir.	\$44,368	\$47,183	2023
Medical Board Of Nyp Bmh Corp	NY	\$98,715	Pres	\$52,000	\$46,974	2023
Oak Harbor Area Chamber Of Commerce	OH	\$99,270	Exec Director	\$9,833	\$10,113	2024
Governmental Purchasing Association	NJ	\$100,656	Executive Dir.	\$4,500	\$4,017	2023
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$39,603	2024
Escambia County Medical Society	FL	\$92,289	Executive Director	\$66,000	\$60,204	2024
Washington Contract Firefighters Association	WA	\$92,115	President / Instructor	\$9,870	\$8,834	2023
Mat-su Cabaret Hotel Restaurant	AK	\$92,053	Executive Dir.	\$39,300	\$36,483	2024
Bizworks Enterprise Center	VA	\$90,466	Executive Director	\$65,048	\$59,414	2025
Grow Spink Inc	SD	\$89,853	Executive Director	\$48,000	\$52,958	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Namc-dallas Fortworth Chapter Inc	TX	\$88,494	President	\$14,000	\$14,000	2023
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$11,634	2024
Group Of 50 Foundation Inc	DC	\$107,129	Executive Director Until September 2024	\$91,819	\$78,238	2024
Mid Atlantic Construction Safety Co	PA	\$107,614	Executive Di	\$60,503	\$58,586	2024
Home Builders Assoc Of Central	VA	\$107,659	Executive Di	\$57,924	\$54,307	2024
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$32,691	2025
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$44,481	2024
Lonmark International	CA	\$108,950	Executive Director	\$19,800	\$16,174	2025
Dealercpa Network Inc	NY	\$85,900	Executive Director	\$28,800	\$26,016	2023
Montana Avenue Merchant Association	CA	\$83,773	Treasurer	\$1,750	\$1,467	2024
Commercial Space Progress	NM	\$83,608	Ceo And Director	\$42,914	\$44,818	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	80 organizations. Compensation range \$1,467–\$202,320; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$97,675); for reference, expenses \$99,875 and assets \$2,860.
ROLE MATCH	Laurie F Pair, reported title "SEC/EXEC DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	29 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 (Laurie F Pair) 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 80 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,500 is reasonable (approximately the 34th 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.