

Children's Hospitals Alliance Of Tn

Executive Director / CEO

EIN 201486264
 TN · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alice G Rolli, Executive Director / CEO** (\$200,144) against **every comparable organization** that fit the selection criteria — **532** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

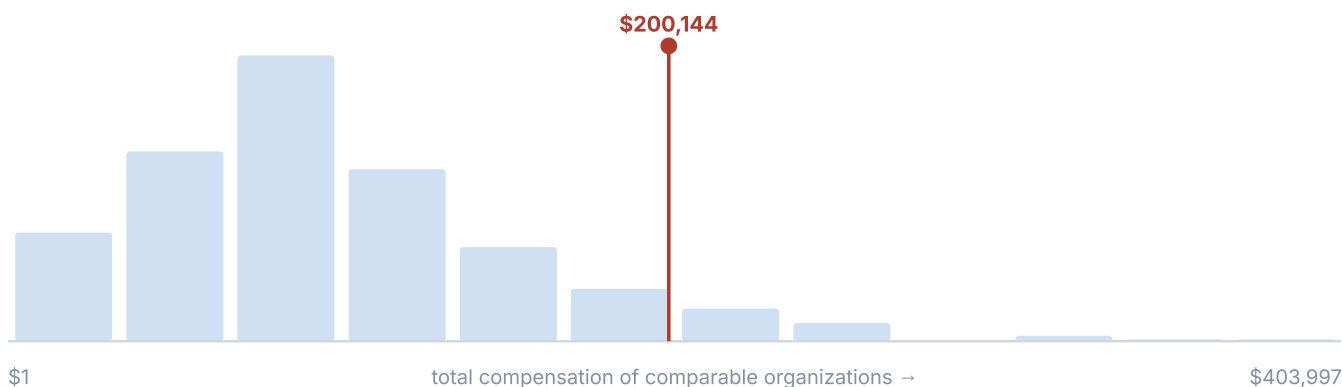
Benchmarked executive: Alice G Rolli — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$291,888 and \$653,482 — 0.67x to 1.50x the subject's \$435,655 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

532 organizations qualified on sector, size, and geography → **532** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,438	\$58,870	\$85,754	\$126,463	\$179,453	\$200,144
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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 TN 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
Ravenna Economic Development Corp	NE	\$435,705	Executuve D	\$49,685	\$50,839	2024
Alameda Chamber Of Commerce	CA	\$435,716	President & Ceo	\$147,804	\$121,420	2024
Placer Nevada County Medical Society	CA	\$435,982	Executive Director	\$98,250	\$80,712	2024
I S Pullers Nfp	IL	\$433,665	President	\$5,000	\$4,676	2024
Professional Land Surveyors Of Ohio	OH	\$433,153	Exec Directo	\$85,500	\$88,696	2023
Carroll County Chamber Of Commerce	IN	\$438,268	Executive Di	\$52,500	\$54,227	2023
Visit Freeport	ME	\$438,536	Executive Director	\$61,658	\$60,472	2023
The Association Of Art Museum Curators	NY	\$438,591	Executive Director	\$14,956	\$13,237	2023
Northeast Seafood Coalition Inc	MA	\$432,538	Executive Director	\$108,584	\$90,435	2025
Builders Association Of South Florida	FL	\$438,863	Executive Officer	\$193,000	\$172,488	2024
Mendota Area Chamber Of Commerce	IL	\$432,381	President And Ceo	\$41,669	\$38,973	2024
Alliance For Community Media	MN	\$439,479	President & Ceo	\$162,760	\$153,001	2024
Georgia Association Of School Business Officials	GA	\$430,889	Po Box 192, Fitzgerald, Ga 31750	\$30,500	\$30,037	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Air And Expedited Motor Carriers Association	KY	\$430,500	Executive Director	\$125,322	\$128,092	2024
Association Of Official Seed	GA	\$430,379	Ceo	\$137,891	\$131,902	2024
Angier Chamber Of Commerce	NC	\$429,638	Executive Di	\$51,621	\$52,242	2023
American Association Of Dental	MO	\$429,238	Executive Director	\$49,056	\$48,156	2025
National Rural Lenders Association Inc	MS	\$442,140	Executive Director	\$22,320	\$23,649	2024
Esports Trade Association	IL	\$428,000	Chairman	\$20,749	\$19,406	2024
Energy Council	CO	\$443,784	Executive Dir.	\$90,254	\$82,332	2024
Lower Bucks County Chamber Of Commerce	PA	\$427,438	Executive Dir.	\$57,243	\$54,307	2024
Anderson County Chamber Of Commerce Inc	TN	\$427,412	President Non Voting	\$42,708	\$42,708	2024
495 Metrowest Corridor Partnership Inc	MA	\$427,385	Executive Director	\$125,699	\$110,634	2023
European-american Chamber Of Commerce	OH	\$444,419	Executive Director - Start 06/23	\$64,545	\$66,958	2023
National Association Of Fraternal	MN	\$445,224	Executive Di	\$84,460	\$79,396	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	532 organizations. Compensation range \$1–\$403,997; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$435,655); for reference, expenses \$484,263 and assets \$431,106.
ROLE MATCH	Alice G Rolli, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 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	94 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	92 nd

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 (Alice G Rolli) 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 532 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$200,144 is reasonable (approximately the 94th 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.