

International Association For The Stability Handli

Executive Director / CEO

EIN 202379487

GA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bob Morris, Executive Director / CEO** (\$7,200) against **every comparable organization** that fit the selection criteria — **533** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **5th** percentile of comparable organizations

below the typical range for comparable organizations

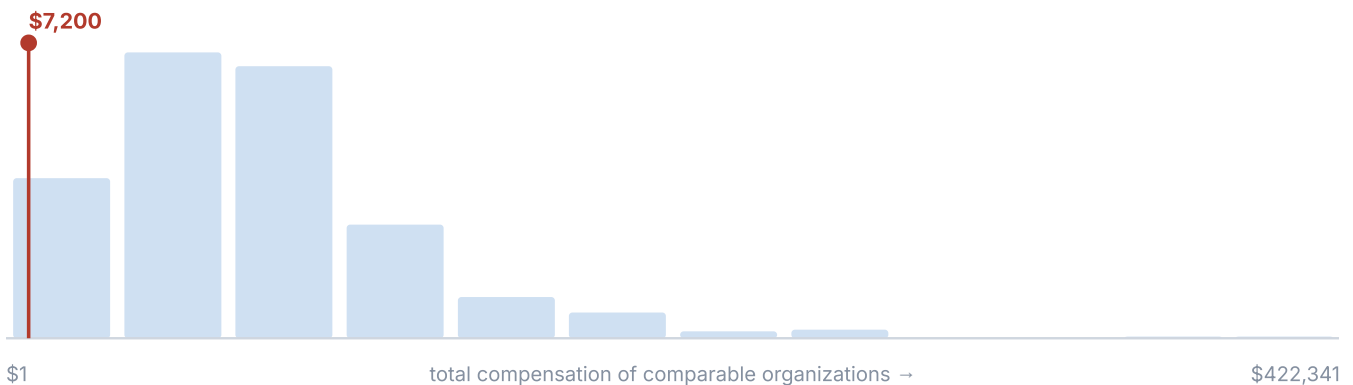
Benchmarked executive: Bob Morris — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$186,748 and \$418,093 — 0.67x to 1.50x the subject's \$278,729 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

533 organizations qualified on sector, size, and geography → **533** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,270 10TH	\$46,138 25TH	\$71,984 MEDIAN	\$100,350 75TH	\$138,410 90TH	\$7,200 THIS ORG · 5TH
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\$7,200



■ 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 GA 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
Gloucester Tourism Alliance Inc	MA	\$278,669	Marketing Director	\$34,104	\$30,479	2024
Insurance Institute Of Kentucky	KY	\$279,013	President	\$39,570	\$42,281	2024
Montana Petroleum Marketers &	UT	\$278,309	State Execut	\$142,862	\$145,418	2024
Dakota Territory Buffalo	SD	\$278,261	Executive Di	\$10,200	\$11,196	2024
Antelope Valley Chambers Of Commerce	CA	\$278,248	Ceo	\$69,486	\$61,436	2023
Shared Services Leadership Coalition	VA	\$278,150	Founder, Ceo & Board Membe	\$180,000	\$177,956	2023
Structural Engineers Association Of	UT	\$279,362	Executive Di	\$25,300	\$25,753	2024
Chester County Chamber Of Commerce	SC	\$278,076	Clinton	\$78,613	\$83,974	2023
Florida Association Of Managing	FL	\$279,644	Ceo	\$130,750	\$122,160	2024
Catholic Healthcare Partnership Of New Jersey	NJ	\$279,899	President	\$206,127	\$183,035	2024
Mobilizing And Organizing Virginians For Engagement	VA	\$277,499	Executive Director	\$94,000	\$90,266	2024
International Milk Haulers Assn	WI	\$279,994	Executive Director	\$65,000	\$69,508	2023
Carolina Fintech Hub	NC	\$277,388	President	\$250,000	\$264,496	2023
San Juan Island Chamber Of Commerce	WA	\$276,774	Executive Di	\$99,484	\$88,583	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Association Of Corporate Optometrists	GA	\$276,603	Executive Director	\$57,200	\$58,890	2023
Bellevue Chamber Of Commerce Incorporated	NE	\$281,155	President / Ceo	\$97,005	\$101,091	2025
Fulton County Economic Development	OH	\$276,024	Executive Di	\$17,308	\$17,762	2025
Ypo Patriot Gold Chapter Of The Young Presidents Organization Inc	MA	\$282,000	Chapter Administrator	\$50,000	\$43,534	2025
Pueblo West Chamber Of Commerce	CO	\$275,151	Executive Director	\$27,738	\$27,233	2023
Wosa Export Marketing Ltd	NY	\$282,317	Manager	\$136,390	\$122,574	2024
Professional Travel Agents Of North	VA	\$275,101	Treasurer	\$4,200	\$4,033	2024
Medef International Washington - Dc Offi	DC	\$282,567	Ceo	\$153,708	\$134,148	2024
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$126,770	2024
International Credit Union Regulators Network Inc	WI	\$274,351	Executive Director	\$123,006	\$131,536	2023
Prosser Chamber Of Commerce	WA	\$274,312	Executive Dir.	\$41,181	\$36,669	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	533 organizations. Compensation range \$1–\$422,341; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$278,729); for reference, expenses \$240,336 and assets \$385,998.
ROLE MATCH	Bob Morris, reported title "Secretary", 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	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	5 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	4 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 (Bob Morris) 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 533 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$7,200 is reasonable (approximately the 5th 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.