

# Montana Avenue Merchant Association

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Kara Taub, Executive Director / CEO** (\$1,750) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Kara Taub — reported title "Treasurer", 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).

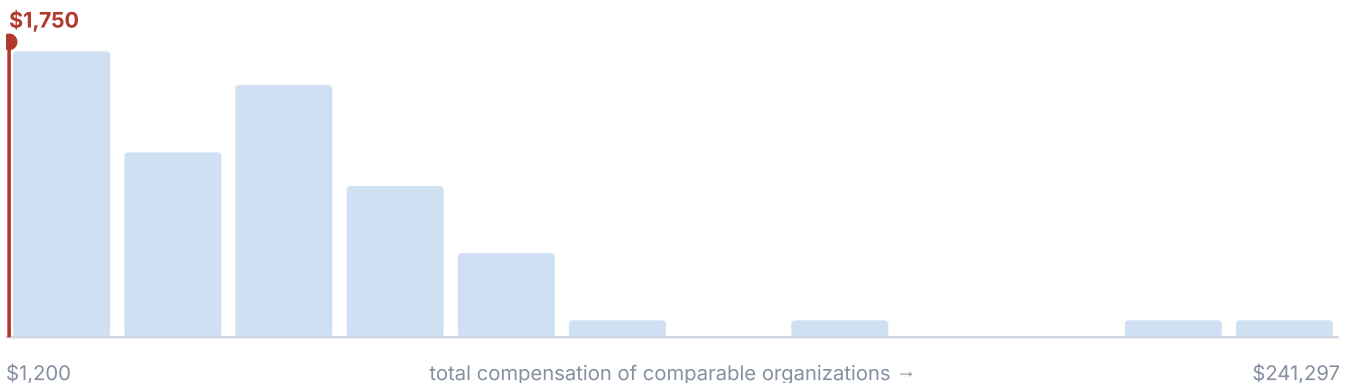
**BUDGET** Total revenue between \$56,127 and \$125,659 — 0.67x to 1.50x the subject's \$83,773 (the band tightens as size grows).

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

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

→ **61** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,679

\$20,686

\$43,512

\$68,876

\$82,170

**\$1,750**



## ■ 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 CA 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="#">Commercial Space Progress</a>	NM	\$83,608	Ceo And Director	\$42,914	<b>\$53,453</b>	2024
<a href="#">Tx Assoc Of Mexican American Chambers Of Commerce</a>	TX	\$82,485	President/ceo	\$35,600	<b>\$41,240</b>	2024
<a href="#">Monitor Inc</a>	DC	\$81,986	Director, Co-chairman	\$154,006	<b>\$161,131</b>	2023
<a href="#">Dealcpcpa Network Inc</a>	NY	\$85,900	Executive Director	\$28,800	<b>\$31,029</b>	2023
<a href="#">National Independent Talent Organization</a>	CA	\$81,184	Executive Dir.	\$49,998	<b>\$49,998</b>	2024
<a href="#">Federation Of Mental Health Services Inc</a>	NY	\$81,000	Presdent	\$19,200	<b>\$20,686</b>	2023
<a href="#">Ohio High School Bowling Coaches</a>	OH	\$80,612	Executive Di	\$29,400	<b>\$35,132</b>	2025
<a href="#">Lower Santa Cruz River Allianceinc</a>	AZ	\$80,000	President Ce	\$52,500	<b>\$60,199</b>	2023
<a href="#">Northwestern Showmen's Club</a>	OR	\$79,706	Secretary	\$9,000	<b>\$9,679</b>	2024
<a href="#">Montgomery Area Chamber Of Commerce</a>	TX	\$79,463	Executive Dir.	\$57,750	<b>\$68,876</b>	2023
<a href="#">Namac-dallas Fortworth Chapter Inc</a>	TX	\$88,494	President	\$14,000	<b>\$16,698</b>	2023
<a href="#">La Paz Economic Development Corp</a>	AZ	\$78,013	President	\$75,000	<b>\$81,378</b>	2025
<a href="#">The Hispanic Chamber Of Commerce Of Grand Prairie</a>	TX	\$77,773	President	\$7,000	<b>\$8,109</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grow Spink Inc</a>	SD	\$89,853	Executive Director	\$48,000	<b>\$63,161</b>	2023
<a href="#">Bizworks Enterprise Center</a>	VA	\$90,466	Executive Director	\$65,048	<b>\$70,860</b>	2025
<a href="#">Southwest Veterans Chamber Of Commerce</a>	AZ	\$76,695	Executive Dir.	\$26,791	<b>\$29,838</b>	2024
<a href="#">Mat-su Cabaret Hotel Restaurant</a>	AK	\$92,053	Executive Dir.	\$39,300	<b>\$43,512</b>	2024
<a href="#">Washington Contract Firefighters Association</a>	WA	\$92,115	President / Instructor	\$9,870	<b>\$10,536</b>	2023
<a href="#">Escambia County Medical Society</a>	FL	\$92,289	Executive Director	\$66,000	<b>\$71,803</b>	2024
<a href="#">Memphis &amp; Shelby Co Vet Med Assn Inc</a>	TN	\$74,916	Executive Director	\$24,000	<b>\$29,215</b>	2024
<a href="#">Indiana Pawnbrokers Association Inc</a>	IN	\$74,862	Executive Director	\$21,000	<b>\$26,404</b>	2023
<a href="#">Parking Industry Institute</a>	DC	\$73,664	Secretary/treasurer/exec Dir	\$41,845	<b>\$41,428</b>	2025
<a href="#">Davis Chamber Of Commerce</a>	OK	\$94,341	Director	\$37,040	<b>\$47,233</b>	2024
<a href="#">Certification Institute</a>	AR	\$73,200	President	\$12,828	<b>\$16,699</b>	2024
<a href="#">Aerox</a>	NC	\$73,124	President & Director	\$195,867	<b>\$241,297</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	61 organizations. Compensation range \$1,200–\$241,297; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$83,773); for reference, expenses \$68,716 and assets \$151,237.
ROLE MATCH	Kara Taub, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Kara Taub) 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 13, 2026, comparing compensation against 61 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,750 is reasonable (approximately the 2<sup>nd</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 13, 2026.