

# Greater Point Pleasant Beach Chamber Of Commerce

Executive Director / CEO

EIN 210615732

NJ · NTEE S41

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Carol Vaccaro, Executive Director / CEO** (\$73,300) against **every comparable organization** that fit the selection criteria — **547** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

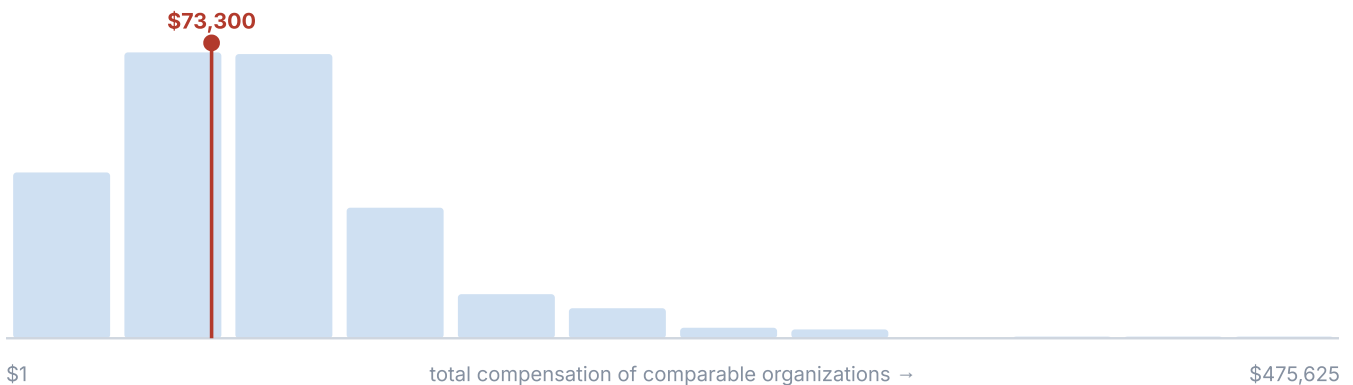
**Benchmarked executive:** Carol Vaccaro — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$203,874 and \$456,435 — 0.67x to 1.50x the subject's \$304,290 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**547** organizations qualified on sector, size, and geography → **547** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$19,831</b> 10TH	<b>\$52,501</b> 25TH	<b>\$82,537</b> MEDIAN	<b>\$116,569</b> 75TH	<b>\$160,980</b> 90TH	<b>\$73,300</b> THIS ORG · 42ND
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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 NJ 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="#">National Veteran Small Business Coalition</a>	DC	\$304,512	Chief Executive Officer	\$46,797	<b>\$45,995</b>	2024
<a href="#">Maritime Transportation System</a>	AR	\$304,715	Executive Director, Treasurer	\$48,464	<b>\$61,014</b>	2024
<a href="#">Harbor Springs Chamber Of Commerce</a>	MI	\$304,959	Executive Director	\$70,083	<b>\$81,020</b>	2024
<a href="#">Brewers Of Pennsylvania</a>	PA	\$305,632	Executive Director	\$60,000	<b>\$68,995</b>	2023
<a href="#">Illinois Real Estate Lawyers Association</a>	IL	\$305,762	President	\$54,000	<b>\$61,216</b>	2023
<a href="#">Southwest Metro Chamber Of Commerce</a>	MN	\$302,658	Executive Director	\$81,710	<b>\$90,429</b>	2024
<a href="#">Perdido Key Area Chamber Of Commerce</a>	FL	\$301,744	President	\$56,725	<b>\$59,685</b>	2024
<a href="#">River Region Chamber Of Commerce Inc</a>	LA	\$301,654	Executive Director	\$80,904	<b>\$102,726</b>	2023
<a href="#">Nevada Dispensary Association A Nevada</a>	NV	\$307,021	Executive Director	\$152,672	<b>\$176,465</b>	2023
<a href="#">Rhode Island Business Group On Health</a>	RI	\$307,151	Executive Director	\$71,833	<b>\$79,425</b>	2023
<a href="#">Realtors Association Of Northwestern</a>	WI	\$300,435	Exec Vp - Non-voting	\$125,860	<b>\$147,220</b>	2024
<a href="#">Belle Fourche Development</a>	SD	\$308,199	Executive Di	\$70,172	<b>\$89,302</b>	2023
<a href="#">Homeland Security And Defense</a>	DC	\$308,440	President & Ceo	\$318,000	<b>\$312,547</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Derivatives Market Institute For Standards Inc</a>	DC	\$308,750	Executive Director	\$47,588	<b>\$46,772</b>	2024
<a href="#">Port Main Street Inc</a>	WI	\$308,828	Executive Director	\$54,769	<b>\$65,956</b>	2023
<a href="#">Newnan-coweta Board Of Realtors</a>	GA	\$308,916	Ceo	\$96,292	<b>\$108,441</b>	2024
<a href="#">The Pride Chamber</a>	FL	\$309,347	Executive Director	\$43,750	<b>\$46,033</b>	2024
<a href="#">Hermann Vintners Association Inc</a>	MO	\$299,206	President	\$59,268	<b>\$70,308</b>	2024
<a href="#">Rocky Mountain Gas Association</a>	UT	\$309,422	Executive Director	\$66,000	<b>\$77,891</b>	2023
<a href="#">Western Regional Master Builders Assn</a>	CA	\$309,665	Ex.vp/sec/treas	\$154,800	<b>\$145,854</b>	2025
<a href="#">Asheville Independent Restaurant</a>	NC	\$309,799	Executive Di	\$84,000	<b>\$97,211</b>	2024
<a href="#">Indy Crew Inc</a>	IN	\$310,250	Executive Director	\$40,500	<b>\$47,836</b>	2024
<a href="#">Japan Business Association Of Seattle</a>	WA	\$298,247	Executive Dir.	\$99,405	<b>\$99,680</b>	2024
<a href="#">Hudson County Chamber Of Commerce</a>	NJ	\$310,558	President & Ceo	\$136,830	<b>\$136,830</b>	2024
<a href="#">Kansas Tech Council Inc</a>	KS	\$311,360	Executive Director	\$54,808	<b>\$68,277</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	547 organizations. Compensation range \$1–\$475,625; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$304,290); for reference, expenses \$315,556 and assets \$77,787.
ROLE MATCH	Carol Vaccaro, reported title "EXECUTIVE DIRECTOR", 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	24 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	38 <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 (Carol Vaccaro) 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 10, 2026, comparing compensation against 547 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,300 is reasonable (approximately the 42<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 10, 2026.