

International Association Of

Executive Director / CEO

EIN 237455048

IL · NTEE S41

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer A Holliday, Executive Director / CEO** (\$102,125) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

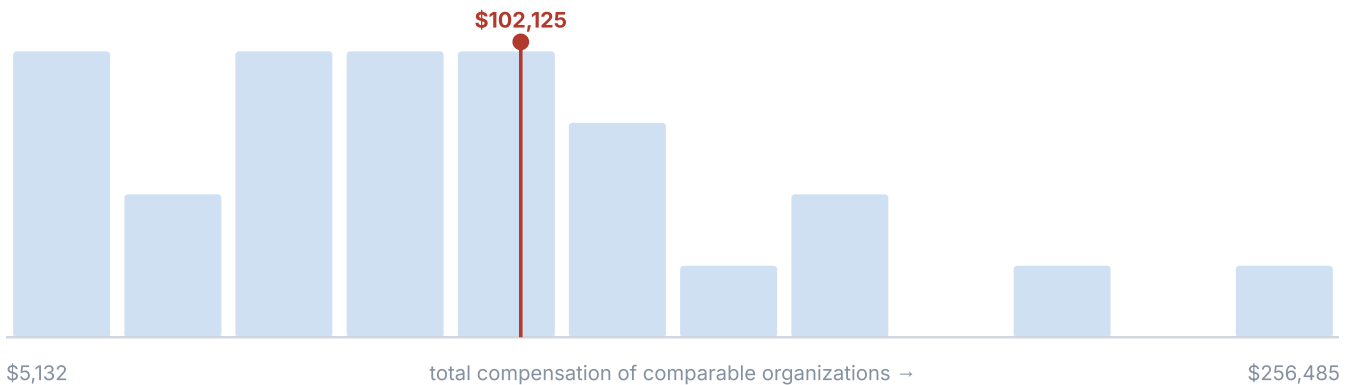
Benchmarked executive: Jennifer A Holliday — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$260,037 and \$582,174 — 0.67x to 1.50x the subject's \$388,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + IL + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,499	\$51,565	\$85,468	\$119,563	\$158,974	\$102,125
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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 IL 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
Metro West Council Of Government	IL	\$390,859	Executive Di	\$152,084	\$152,084	2025
Ep2 Inc	IL	\$401,909	Executive Director	\$80,000	\$82,117	2024
Logan Square Chamber Of Commerce	IL	\$373,499	Executive Director	\$67,083	\$68,858	2024
Staffing Services Association Of Il	IL	\$404,500	Executive Director	\$50,500	\$53,367	2023
Cary-grove Area Chamber Of Commerce	IL	\$406,788	President/ceo/secretary	\$99,250	\$101,876	2024
Effingham Regional Growth Alliance	IL	\$366,994	President	\$156,952	\$165,863	2023
Skokie Chamber Of Commerce	IL	\$360,235	President & Ceo	\$109,358	\$115,567	2023
Grayslake Chamber Of Commerce	IL	\$358,319	Executive Di	\$70,000	\$71,852	2024
Airport Restaurant & Retail Association	IL	\$421,000	Executive Director	\$249,874	\$256,485	2024
Esports Trade Association	IL	\$428,000	Chairman	\$20,749	\$21,298	2024
Mendota Area Chamber Of Commerce	IL	\$432,381	President And Ceo	\$41,669	\$42,771	2024
I S Pullers Nfp	IL	\$433,665	President	\$5,000	\$5,132	2024
Civi Nfp Inc	IL	\$333,119	Executive Director	\$49,482	\$52,291	2023
Smacna Of Northern Illinois	IL	\$332,526	Administrator	\$14,856	\$15,699	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pci Of Illinois & Wisconsin	IL	\$331,997	Executive Director	\$9,624	\$9,624	2025
Illinois Solar Energy Association	IL	\$462,254	Executive Director	\$119,000	\$122,149	2024
Chicago Area Independent Constructi	IL	\$467,890	Director	\$114,400	\$120,895	2023
Illinois Real Estate Lawyers Association	IL	\$305,762	President	\$54,000	\$57,066	2023
Chicagoland Food Inc	IL	\$294,169	Executive Director	\$50,000	\$51,323	2024
Mason Contractors Association Of	IL	\$292,630	Executive Secretary	\$190,225	\$195,258	2024
Prof Golfers Ass'n Of Amer-illinois	IL	\$493,844	Executive Director	\$27,326	\$28,049	2024
Downtown Naperville Alliance	IL	\$495,476	Executive Dir.	\$84,046	\$88,818	2023
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$133,084	2024
Downers Grove Downtown	IL	\$521,830	Executive Director/manager	\$98,000	\$100,593	2024
Independent Equipment Dealers Assoc	IL	\$550,971	Executive Director	\$85,695	\$90,561	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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	26 organizations. Compensation range \$5,132–\$256,485; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$388,116); for reference, expenses \$416,727 and assets \$1,134,668.
ROLE MATCH	Jennifer A Holliday, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	65 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	58 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 (Jennifer A Holliday) 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 26 similarly situated organizations (Same NTEE sector (S41) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,125 is reasonable (approximately the 65th 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.