

Association Of College & University Printers Inc

Executive Director / CEO

EIN 273528076

MI · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Dickinson, Executive Director / CEO** (\$41,154) against **every comparable organization** that fit the selection criteria — **465** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

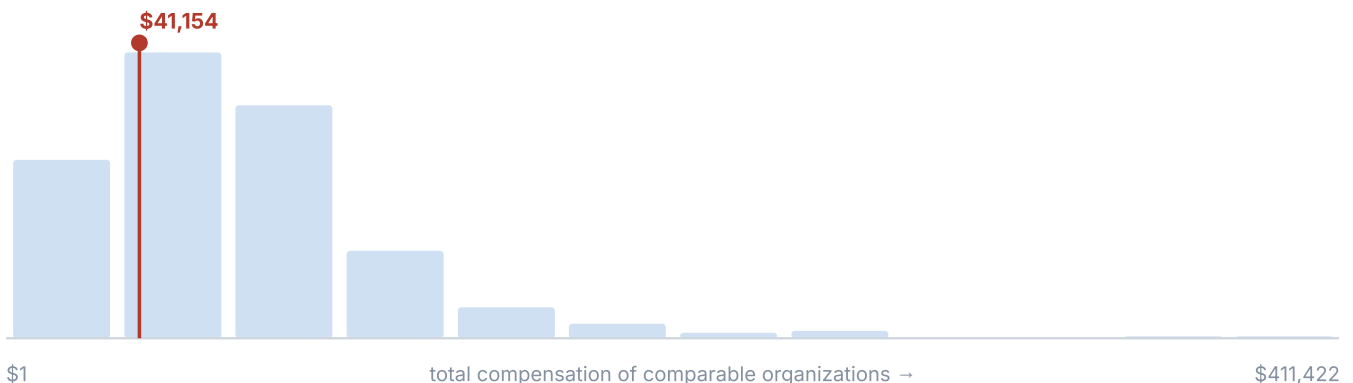
Benchmarked executive: Stephanie Dickinson — reported title "ADMIN DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$159,388 and \$356,839 — 0.67x to 1.50x the subject's \$237,893 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

465 organizations qualified on sector, size, and geography → **465** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,946 10TH	\$39,811 25TH	\$64,364 MEDIAN	\$90,252 75TH	\$128,249 90TH	\$41,154 THIS ORG · 27TH
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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 MI 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
Professional Racers Owners	IN	\$237,637	Secretary/tr	\$82,500	\$84,290	2024
Association Of Club Executives Inc	OH	\$238,577	Executive Di	\$180,000	\$184,706	2024
Greater Miami Shores Chamber Of Commerce Inc	FL	\$237,014	Executive Director	\$77,184	\$72,324	2023
Foundation For Strategic Sourcing Inc	VA	\$236,820	Executive Dir.	\$46,669	\$44,946	2023
North American Transit Alliance Inc	MD	\$236,250	Executive Director	\$56,013	\$50,735	2024
Professional Engineers Of North Carolina	NC	\$239,713	Executive Director	\$66,632	\$66,703	2024
Indiana Exchange Carrier Associationinc	IN	\$239,920	President	\$125,600	\$128,325	2024
Boulder Area Rental Housing Associa	CO	\$235,863	Executive Di	\$142,521	\$128,988	2025
Washington Economic Development	IA	\$240,258	Executive Director	\$99,212	\$108,353	2023
Lakeshore Avenue Business Improvement	CA	\$235,378	Co-director	\$14,356	\$12,010	2024
Hemet San Jacinto Valley Chamber Of	CA	\$235,344	Executive Dir.	\$68,577	\$57,371	2024
Onemine Inc	CO	\$240,687	Executive Director	\$42,773	\$39,736	2024
Mississippi Energy Institute	MS	\$235,000	President, Secretary, & Tr	\$84,000	\$90,639	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lake Forest Chamber Of Commerce Inc	CA	\$240,795	Ceo	\$62,385	\$52,191	2024
Association Of Aai Professionals	WA	\$234,468	President & Ceo	\$34,728	\$30,123	2024
Superior Chamber Of Commerce	CO	\$234,379	Exec Director	\$61,250	\$56,901	2024
Ephraim Business Council Ltd	WI	\$234,281	Administrato	\$56,000	\$56,662	2024
Asc Inc	TX	\$241,661	Ceo	\$103,437	\$100,245	2024
Richmond Chamber Of Commerce Inc	KY	\$242,131	President &	\$75,281	\$78,359	2024
Society Of Industrial And Office	FL	\$242,179	Executive Director	\$33,500	\$30,490	2024
Brunswick Area Respite Program	ME	\$242,691	Executive Di	\$93,109	\$90,328	2024
Helping Our Music Evolve Inc	TN	\$242,784	Founder	\$13,690	\$13,942	2024
National Hemp Association Inc	DC	\$242,896	Executive Director	\$72,000	\$61,213	2024
Main Street Altus Inc	OK	\$232,739	Program Director	\$45,041	\$46,812	2025
Federal It Security Institute	VA	\$243,057	Executive Director And Ceo	\$30,000	\$28,064	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	465 organizations. Compensation range \$1–\$411,422; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$237,893); for reference, expenses \$159,892 and assets \$165,621.
ROLE MATCH	Stephanie Dickinson, reported title "ADMIN DIRECTOR", 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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	27 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	24 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 (Stephanie Dickinson) 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 465 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$41,154 is reasonable (approximately the 27th 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.