

Asheville Independent Restaurant

Executive Director / CEO

EIN 320096733

NC · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Meghan Rogers, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Meghan Rogers — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S41).

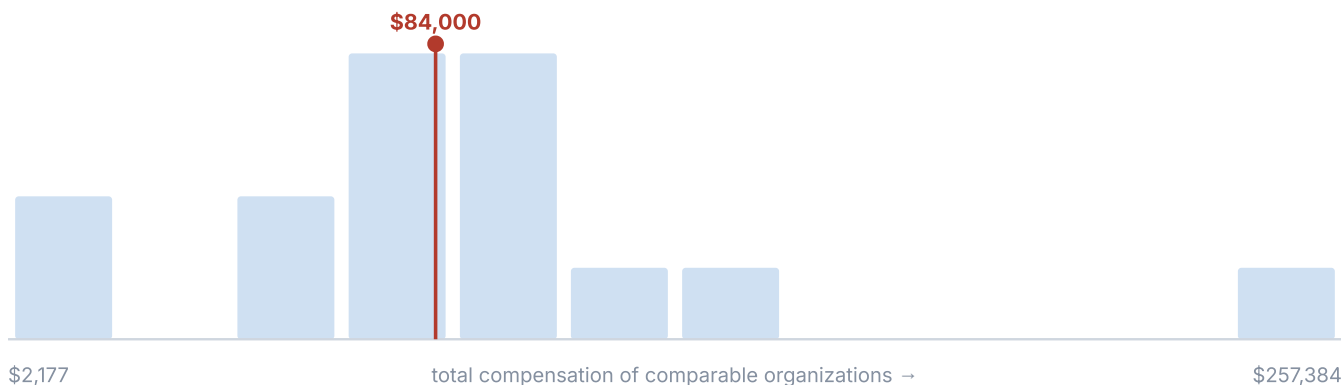
BUDGET Total revenue between \$207,565 and \$464,698 — 0.67x to 1.50x the subject's \$309,799 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41) + NC + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,683

\$63,316

\$80,000

\$100,201

\$129,349

\$84,000



● 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 NC 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
Aia Charlotte A Section Of The Nc	NC	\$320,443	Executive Director	\$113,131	\$116,473	2023
North Carolina Dermatology Association	NC	\$321,213	Executive Director	\$17,375	\$17,375	2024
Research Triangle Cleantech Cluster	NC	\$293,453	Executive Dir.	\$133,976	\$137,933	2023
Holly Springs Chamber Of Commerce Inc	NC	\$336,055	Executive Director	\$77,146	\$79,425	2023
Carolina Fintech Hub	NC	\$277,388	President	\$250,000	\$257,384	2023
Franklin County Home Builders	NC	\$272,652	Executive Di	\$2,115	\$2,177	2023
Greater Fayetteville Chamber	NC	\$352,168	Executive Di	\$94,850	\$97,652	2023
Cfa Society North Carolina Inc	NC	\$359,655	Executive Director	\$102,750	\$102,750	2024
Southern Independent Bookseller Alliance	NC	\$362,725	Executive Dir.	\$80,000	\$80,000	2024
Aia Triangle	NC	\$363,417	Executive Director	\$90,000	\$90,000	2024
Professional Engineers Of North Carolina	NC	\$239,713	Executive Director	\$66,632	\$66,632	2024
North Carolina Motorsports	NC	\$226,226	Executive Di	\$60,000	\$60,000	2024
Agribusiness Henderson County Inc	NC	\$215,370	President/ce	\$66,882	\$66,882	2024
Angier Chamber Of Commerce	NC	\$429,638	Executive Di	\$51,621	\$53,146	2023
Trebic Inc	NC	\$463,665	Director/president	\$91,705	\$91,705	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 15 organizations. Compensation range \$2,177–\$257,384; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$309,799); for reference, expenses \$347,008 and assets \$136,132.

ROLE MATCH Meghan Rogers, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	53 rd

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 (Meghan Rogers) 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 15 similarly situated organizations (Same NTEE sector (S41) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 53rd 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.