

The Management Round Table

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Harrison Roday, Executive Director / CEO** (\$32,883) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

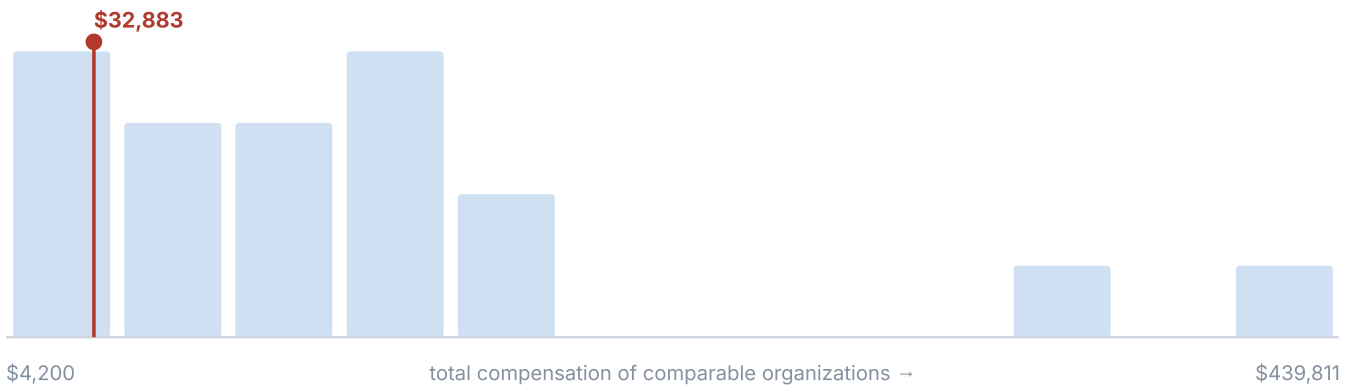
Benchmarked executive: Harrison Roday — reported title "Interim Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$255,102 and \$571,125 — 0.67x to 1.50x the subject's \$380,750 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + VA + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,358	\$53,822	\$90,400	\$148,732	\$235,230	\$32,883
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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 VA 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
Greater Augusta Regional Chamber Of	VA	\$380,216	President/ce	\$86,800	\$86,800	2024
Industrial Packaging Alliance Of North	VA	\$369,739	President And Ceo	\$163,765	\$163,765	2024
Martinsville-henry County Chamber Of Commerce Inc	VA	\$394,508	President	\$48,659	\$50,096	2023
Association Of State Criminal	VA	\$359,801	Executive Dir.	\$40,000	\$40,000	2024
The Greater Richmond Chamber Foundation	VA	\$335,163	Chamber Ceo	\$439,811	\$439,811	2024
Virginia Loggers Association Inc	VA	\$334,889	Executive Di	\$125,000	\$125,000	2024
Powhatan Chamber Of Commerce	VA	\$326,450	Executive Director	\$65,000	\$65,000	2024
Taan Worldwide Inc	VA	\$319,194	President	\$140,583	\$144,735	2023
Hopewell Prince George Chamber Of Commerce	VA	\$292,646	Ceo	\$80,000	\$82,363	2023
Armed Forces Marketing Council	VA	\$470,536	President	\$351,695	\$351,695	2024
Workforce Fairness Institute Inc	VA	\$478,179	Secretary, Director	\$10,000	\$10,295	2023
Shared Services Leadership Coalition	VA	\$278,150	Founder, Ceo & Board Membe	\$180,000	\$185,317	2023
Mobilizing And Organizing Virginians For Engagement	VA	\$277,499	Executive Director	\$94,000	\$94,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Piedmont Area Association	VA	\$485,291	Executive Of	\$142,534	\$146,744	2023
Professional Travel Agents Of North	VA	\$275,101	Treasurer	\$4,200	\$4,200	2024
Charlottesville Business Innovation	VA	\$274,073	Executive Director	\$76,667	\$76,667	2024
Int'l Conf Of Symphony And Opera Musicians	VA	\$259,149	Chairperson	\$7,363	\$7,173	2025
Kantara Initiative Inc	VA	\$570,385	Executive Director	\$145,109	\$149,395	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 18 organizations. Compensation range \$4,200–\$439,811; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$380,750); for reference, expenses \$56,455 and assets \$494,821. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Harrison Roday, reported title *"Interim Executive Director"*, 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	17 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 (Harrison Roday) 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 18 similarly situated organizations (Same NTEE sector (S41) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,883 is reasonable (approximately the 17th 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.