

Green Motors Practices Group

Executive Director / CEO

This analysis benchmarks the total compensation of **Dennis Bowns, Executive Director / CEO** (\$64,000) against **every comparable organization** that fit the selection criteria — **374** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

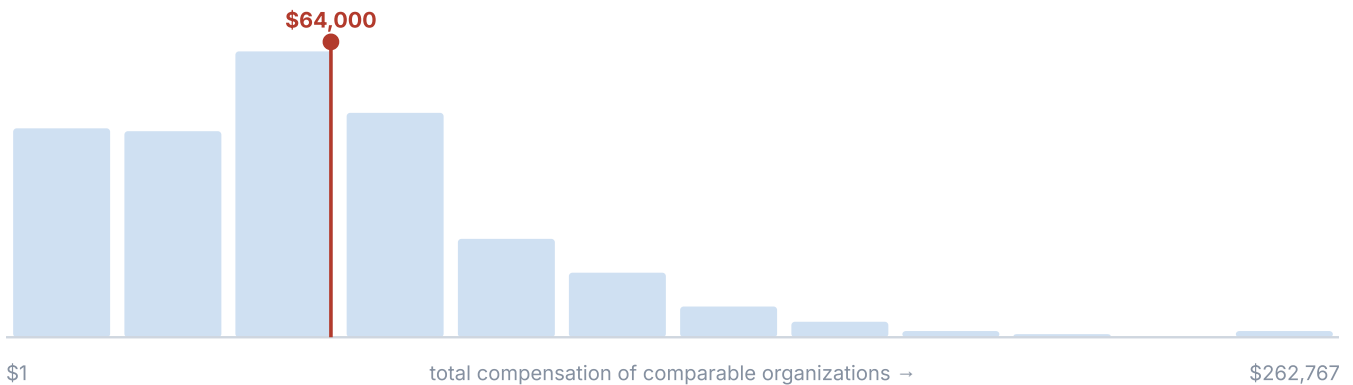
Benchmarked executive: Dennis Bowns — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$128,614 and \$287,943 — 0.67x to 1.50x the subject's \$191,962 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

374 organizations qualified on sector, size, and geography → **374** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,462	\$32,592	\$56,159	\$79,049	\$112,148	\$64,000
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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 ID 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
Great Lakes Bay Regional Alliance	MI	\$191,747	Executive Di	\$95,700	\$92,855	2024
Red Oak Chamber And Industry Association Inc	IA	\$192,644	Secretary	\$50,500	\$53,514	2023
Mercer Area Chamber Of Commerce	WI	\$190,955	Executive Director	\$52,696	\$51,734	2024
Virginia Beach Restaurant Association	VA	\$190,615	Executive Director	\$68,383	\$63,901	2023
American Knife And Tool Institute Inc	WY	\$193,706	Executive Director	\$55,800	\$56,169	2024
Lanesboro Area Chamber Of Commerce	MN	\$190,035	Executive Director	\$40,480	\$37,600	2024
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$82,593	2024
Sheboygan Falls Chamber Main Street	WI	\$194,417	Executive Director	\$53,563	\$52,585	2024
Fort Davis Chamber Of Commerce	TX	\$194,789	Executive Director	\$13,770	\$13,331	2023
Anderson Area Chamber Of Commerce	OH	\$189,133	Executive Di	\$90,024	\$92,279	2023
Pomerado Hospital Medical Staff	CA	\$194,837	Past Chief Of Staff	\$62,000	\$51,813	2023
Vienna Business Association	VA	\$189,060	Executive Di	\$80,222	\$70,936	2025
Consortium For Universal Healthcare	DE	\$188,050	Executive Director	\$102,000	\$93,885	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Excelsior Springs Area Chamber	MO	\$196,002	President	\$47,525	\$47,318	2024
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$22,683	2024
The Greater Okc Asian Chamber Of Commerce	OK	\$196,154	Executive Director	\$25,927	\$26,146	2025
Trussville Chamber Of Commerce	AL	\$196,388	Interim Director	\$46,789	\$48,920	2023
Twin-training To Work An Industry Niche	NC	\$187,199	President & Executive Director	\$60,550	\$60,549	2023
North Carolina Association Of Workforce	NC	\$186,968	Executive Director	\$67,733	\$64,094	2025
Forward Cody Wyoming Inc	WY	\$186,866	Ceo	\$146,875	\$147,846	2024
American Subcontractors Association Of O	OK	\$197,551	Executive Director	\$64,174	\$68,390	2023
Swedish Medical Center Medical	CO	\$198,392	President	\$17,500	\$15,774	2024
Midlands Business Leadership Group	SC	\$185,522	Executive Di	\$95,677	\$93,829	2024
The Village At Sherman Oaks Inc	CA	\$198,810	Executive Director	\$12,000	\$10,028	2023
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$71,456	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	374 organizations. Compensation range \$1–\$262,767; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$191,962); for reference, expenses \$220,428 and assets \$62,602.
ROLE MATCH	Dennis Bowns, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	60 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	56 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 (Dennis Bowns) 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 374 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,000 is reasonable (approximately the 60th 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.