

Greater Gary Chamber Of Commerce

Executive Director / CEO

EIN 350329470

IN · NTEE S41

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Charles Hughes, Executive Director / CEO** (\$66,769) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

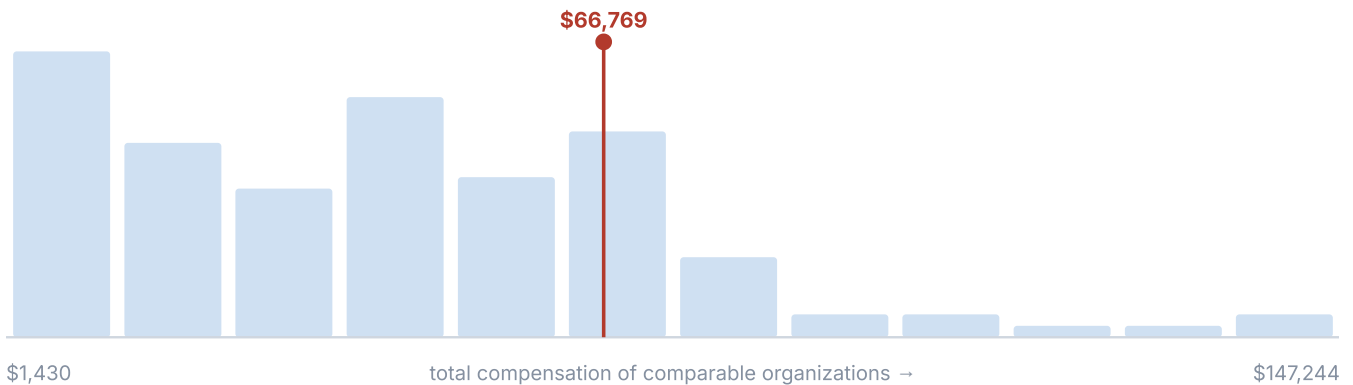
Benchmarked executive: Charles Hughes — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$82,960 and \$185,733 — 0.67x to 1.50x the subject's \$123,822 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,894	\$15,360	\$41,659	\$63,492	\$74,988	\$66,769
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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 IN 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
Jamestown S'klallam Tribal Capital	WA	\$122,619	Loan Portfolio Administrative Assistant	\$75,000	\$63,674	2024
Idaho Association Of Nurse Anesthetists	ID	\$121,677	Executive Dir.	\$32,500	\$32,784	2024
Stone Harbor Chamber Of Commerce	NJ	\$126,055	Treasurer	\$16,658	\$14,103	2024
Caseville Chamber Of Commerce	MI	\$126,310	President	\$11,100	\$10,864	2024
Chattanooga Manufacturers Association	TN	\$121,004	Operation Consultant Thru 9/2023	\$6,559	\$6,538	2024
Minnesota Business Aviation	MN	\$126,704	Executive Di	\$15,500	\$14,523	2024
The Chamber Of Manitowoc County	WI	\$126,770	President	\$8,910	\$8,824	2024
Defense Alliance Of North Carolina	NC	\$120,168	Executive Director	\$79,022	\$79,713	2023
East Valley Hispanic Chamber Of Commerce	AZ	\$119,513	Exec Director	\$25,000	\$23,472	2023
Greater Seminole Area Chamber Of	FL	\$128,163	Executive Di	\$72,600	\$64,674	2024
Commonwealth Business Travel Group Inc	TX	\$128,868	Executive Director	\$40,788	\$39,833	2023
The Production Music Association Inc	CA	\$129,901	Executive Dir.	\$157,663	\$129,099	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kentucky Pest Management Association	KY	\$117,563	Adminstrator	\$20,000	\$20,376	2024
Florida Association Of Children's Hospitals Inc	FL	\$130,318	Executive Director	\$50,000	\$45,857	2023
Medical Staff Of San Gabriel Valley Medical Center	CA	\$130,889	President/chief Of Staff	\$18,000	\$14,359	2025
Web3 Id Coalition Inc	NV	\$131,220	Secretary	\$6,000	\$5,871	2023
Clear Creek County Tourism Bureau Inc	CO	\$131,401	Director	\$73,017	\$66,392	2024
Union Chamber Of Commerce Inc	LA	\$131,650	President	\$40,719	\$42,517	2024
Rangely Area Chamber Of Commerce	CO	\$131,870	Executive Director	\$30,386	\$27,629	2024
Trial Attorneys Of New Jersey	NJ	\$114,526	Executive Director	\$49,265	\$41,710	2024
The Indus Entrepreneurs	OR	\$133,776	Executive Director	\$35,103	\$31,825	2023
International Federation Of Chamber Of Commerce Trenton Mo	NY	\$112,599	Treasurer	\$11,000	\$10,102	2022
Chamber Of Commerce Trenton Mo	MO	\$135,222	Past Executive Director	\$51,847	\$53,611	2023
Interior Cabaret Hotel Restaurant &	AK	\$135,245	Sec/treas	\$13,490	\$12,230	2024
Tennessee Latin American Chamber Of Commerce	TN	\$135,769	Executive Director	\$56,513	\$57,993	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	123 organizations. Compensation range \$1,430–\$147,244; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$123,822); for reference, expenses \$160,310 and assets \$0.
ROLE MATCH	Charles Hughes, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	80 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	75 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 (Charles Hughes) 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 123 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$66,769 is reasonable (approximately the 80th 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.