

Algonquin-lake In The Hills Chamber Of Commerce Inc

Executive Director / CEO

EIN 363549075

IL · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Gregory J Urban, Executive Director / CEO** (\$29,077) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

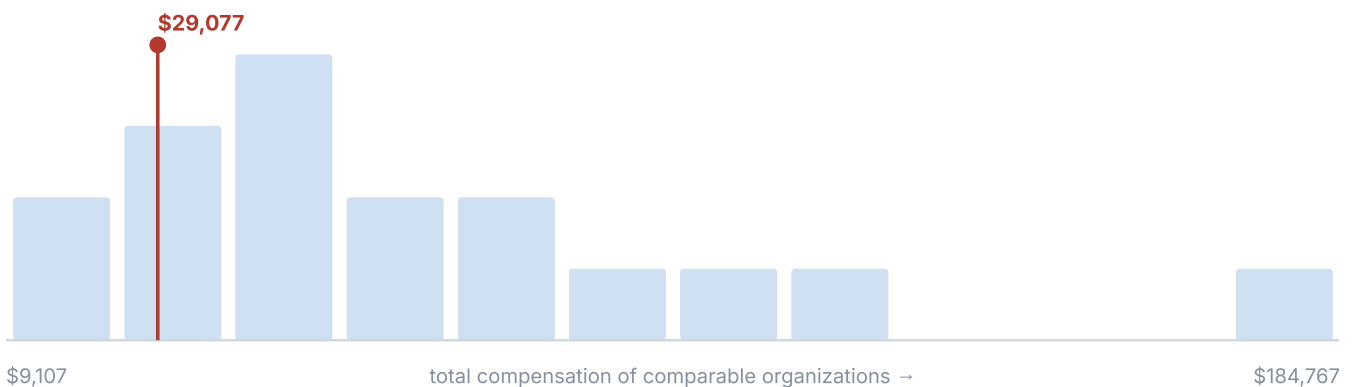
Benchmarked executive: Gregory J Urban — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$154,802 and \$346,573 — 0.67x to 1.50x the subject's \$231,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + IL + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,098 10TH	\$32,195 25TH	\$49,482 MEDIAN	\$78,993 75TH	\$109,861 90TH	\$29,077 THIS ORG · 18TH
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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 IL 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
Development Partner Institute Inc	IL	\$227,747	Executive Di	\$102,073	\$99,145	2024
Austin Chamber Of Commerce	IL	\$217,403	Executive Dir.	\$27,650	\$31,088	2021
Rosemont Illinois Chamber Of	IL	\$208,577	Executive Di	\$81,326	\$78,993	2024
Apparel Industry Board Inc	IL	\$207,450	Exec Director	\$41,667	\$41,667	2023
DeKalb County Convention & Visitors	IL	\$256,490	Executive Di	\$76,731	\$72,608	2025
American Society For Surgery Of The Hand	IL	\$204,576	Ceo/executive Vp	\$96,961	\$94,179	2024
Bloomington-normal Plumbing & Heating	IL	\$203,522	Executive Direc	\$33,146	\$32,195	2024
Ireland Network Chicago Nfp	IL	\$258,877	Executive Director	\$26,006	\$25,260	2024
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$125,934	2024
Mason Contractors Association Of	IL	\$292,630	Executive Secretary	\$190,225	\$184,767	2024
Joliet Latino Economic Development Assoc	IL	\$167,992	Program Manager	\$55,504	\$55,504	2023
Chicagoland Food Inc	IL	\$294,169	Executive Director	\$50,000	\$48,566	2024
Polish American Chamber Of Commerce	IL	\$157,457	Executive Director	\$47,809	\$46,437	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Real Estate Lawyers Association	IL	\$305,762	President	\$54,000	\$54,000	2023
Pci Of Illinois & Wisconsin	IL	\$331,997	Executive Director	\$9,624	\$9,107	2025
Smacna Of Northern Illinois	IL	\$332,526	Administrator	\$14,856	\$14,856	2023
Civl Nfp Inc	IL	\$333,119	Executive Director	\$49,482	\$49,482	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2023 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 IL 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	17 organizations. Compensation range \$9,107–\$184,767; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$231,049); for reference, expenses \$117,461 and assets \$165,187. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gregory J Urban, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	6 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 (Gregory J Urban) 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 17 similarly situated organizations (Same NTEE sector (S41) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,077 is reasonable (approximately the 18th 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.