

This analysis benchmarks the total compensation of **Rick Church, Executive Director / CEO** (\$80,000) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Rick Church — 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).

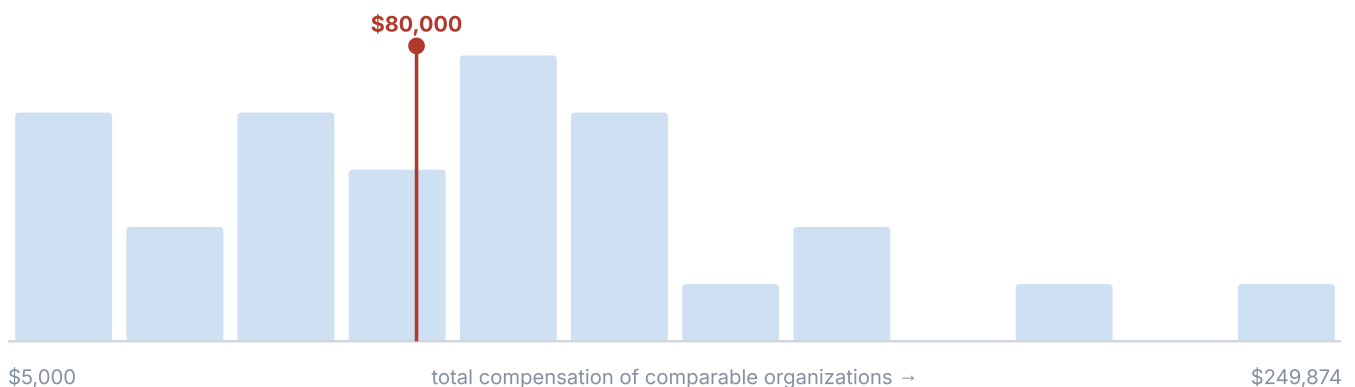
BUDGET Total revenue between \$269,279 and \$602,863 — 0.67x to 1.50x the subject's \$401,909 (the band tightens as size grows).

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

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

● **Distribution of comparable compensation**



\$18,567	\$50,472	\$88,226	\$118,390	\$153,534	\$80,000
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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 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
Staffing Services Association Of Il	IL	\$404,500	Executive Director	\$50,500	\$51,992	2023
Cary-grove Area Chamber Of Commerce	IL	\$406,788	President/ceo/secretary	\$99,250	\$99,250	2024
Metro West Council Of Government	IL	\$390,859	Executive Di	\$152,084	\$148,164	2025
International Association Of	IL	\$388,116	Ceo	\$102,125	\$99,493	2025
Airport Restaurant & Retail Association	IL	\$421,000	Executive Director	\$249,874	\$249,874	2024
Esports Trade Association	IL	\$428,000	Chairman	\$20,749	\$20,749	2024
Logan Square Chamber Of Commerce	IL	\$373,499	Executive Director	\$67,083	\$67,083	2024
Mendota Area Chamber Of Commerce	IL	\$432,381	President And Ceo	\$41,669	\$41,669	2024
I S Pullers Nfp	IL	\$433,665	President	\$5,000	\$5,000	2024
Effingham Regional Growth Alliance	IL	\$366,994	President	\$156,952	\$161,588	2023
Skokie Chamber Of Commerce	IL	\$360,235	President & Ceo	\$109,358	\$112,588	2023
Grayslake Chamber Of Commerce	IL	\$358,319	Executive Di	\$70,000	\$70,000	2024
Illinois Solar Energy Association	IL	\$462,254	Executive Director	\$119,000	\$119,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chicago Area Independent Constructi	IL	\$467,890	Director	\$114,400	\$117,779	2023
Civl Nfp Inc	IL	\$333,119	Executive Director	\$49,482	\$50,944	2023
Smacna Of Northern Illinois	IL	\$332,526	Administrator	\$14,856	\$15,295	2023
Pci Of Illinois & Wisconsin	IL	\$331,997	Executive Director	\$9,624	\$9,376	2025
Prof Golfers Ass'n Of Amer-illinois	IL	\$493,844	Executive Director	\$27,326	\$27,326	2024
Downtown Naperville Alliance	IL	\$495,476	Executive Dir.	\$84,046	\$86,528	2023
Illinois Real Estate Lawyers Association	IL	\$305,762	President	\$54,000	\$55,595	2023
Chicagoland Food Inc	IL	\$294,169	Executive Director	\$50,000	\$50,000	2024
Mason Contractors Association Of	IL	\$292,630	Executive Secretary	\$190,225	\$190,225	2024
Downers Grove Downtown	IL	\$521,830	Executive Director/manager	\$98,000	\$98,000	2024
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$129,654	2024
Independent Equipment Dealers Assoc	IL	\$550,971	Executive Director	\$85,695	\$88,226	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 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 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	27 organizations. Compensation range \$5,000–\$249,874; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$401,909); for reference, expenses \$337,340 and assets \$336,727.
ROLE MATCH	Rick Church, 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	44 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	33 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 (Rick Church) 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 27 similarly situated organizations (Same NTEE sector (S41) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,000 is reasonable (approximately the 44th 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.