

Chicago Engineers' Foundation Of The Union League Club

Executive Director / CEO

EIN 366109433

IL · NTEE T23

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Debbie Birrell, Executive Director / CEO** (\$39,000) against **every comparable organization** that fit the selection criteria — **651** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Debbie Birrell — 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 (T23).
BUDGET	Total revenue between \$144,600 and \$323,733 — 0.67x to 1.50x the subject's \$215,822 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

651 organizations qualified on sector, size, and geography → **651** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,661 10TH	\$22,621 25TH	\$41,577 MEDIAN	\$65,606 75TH	\$96,662 90TH	\$39,000 THIS ORG · 47TH
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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
Asi - Austin Texas Inc	MN	\$215,876	President/tr	\$65,715	\$68,000	2023
Miller Safety Center Inc	CO	\$215,919	Executive Director	\$72,641	\$70,850	2024
The Ku Endowment Charitable Gift Fund	KS	\$216,011	President (Ending Aug 2022)	\$673,249	\$761,678	2023
Women's Fund Of Greater Chattanooga	TN	\$216,100	Executive Director	\$87,604	\$93,665	2024
Warrensburg R-vi School District	MO	\$215,428	Executive Di	\$49,448	\$53,272	2024
Pgei Of America Charitable	NJ	\$215,223	Administrator	\$14,525	\$13,581	2023
White Swan Foundation Inc	VT	\$216,456	Executive Director	\$47,375	\$48,503	2024
Brookings Foundation	SD	\$215,053	Director, Treasurer	\$6,600	\$7,218	2025
Opportunity Living Foundation	IA	\$216,595	Chief Executive Officer	\$10,609	\$11,816	2024
Hands On Thomas County Inc	GA	\$216,757	Executive Di	\$65,532	\$65,295	2025
Liberty County Manna House	GA	\$216,787	Director	\$43,000	\$45,277	2023
Love It Once More Inc	IL	\$216,821	President	\$34,917	\$35,948	2023
Pv Schools Education Foundation	AZ	\$216,826	Executive Director	\$55,000	\$53,803	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
216 Somerset Company	PA	\$216,909	Member (Thru 3/11/23)	\$32,967	\$34,428	2023
Hamlin Jaeger And Massina Charitable	WV	\$216,933	Trustee	\$12,065	\$13,680	2023
Mission Indy Inc	IN	\$214,556	President And Executive Director	\$43,872	\$47,060	2024
Gospel Mission Aviation Inc	TN	\$214,357	President, Board Member And Program Manager	\$20,600	\$22,025	2024
Batavia United Way	IL	\$217,332	Executive Dir	\$32,500	\$32,500	2024
Inside Out Club	IL	\$214,308	Executive Director	\$69,583	\$67,789	2025
Wounded Heroes Of America	CA	\$214,144	President & Ceo	\$75,000	\$65,875	2024
Volunteer Center Of Kern County Inc	CA	\$217,744	Executive Dir.	\$47,336	\$41,577	2024
Giving Square	MD	\$217,790	Executive Director	\$74,280	\$72,724	2023
How Charities	PA	\$213,624	Vice President	\$36,450	\$36,973	2024
Simi Valley Hospital Foundation	CA	\$218,133	Executive Dir.	\$57,720	\$52,195	2023
Ozarks Charitable Real Estate Foundation	MO	\$218,166	Director/president & Ceo End 02/24	\$37,216	\$40,094	2024

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	651 organizations. Compensation range \$100–\$761,678; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$215,822); for reference, expenses \$202,398 and assets \$447,169.
ROLE MATCH	Debbie Birrell, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	186 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	30 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	47 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	30 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 (Debbie Birrell) 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 651 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,000 is reasonable (approximately the 47th 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.