

Mechanical Contractors Assn Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richard Lundvall, Executive Director / CEO** (\$13,989) against **every comparable organization** that fit the selection criteria — **542** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

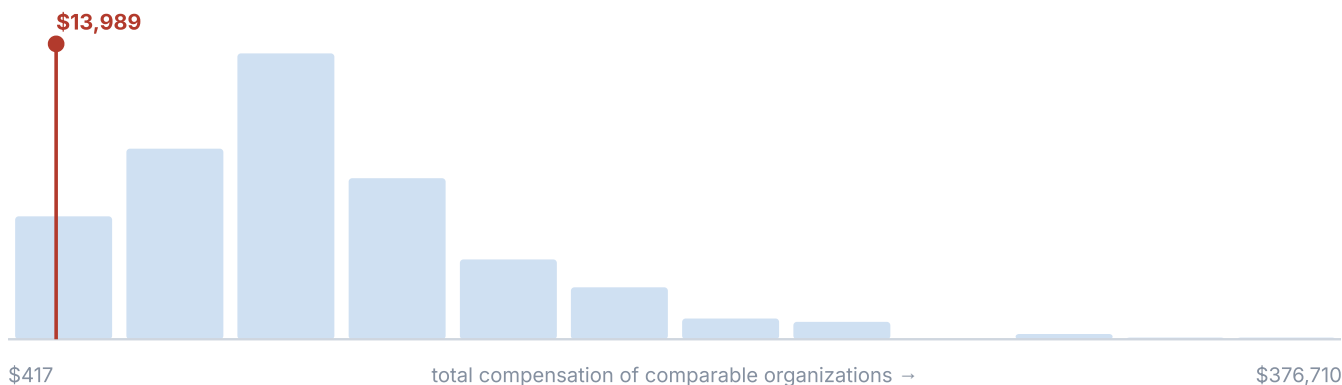
Benchmarked executive: Richard Lundvall — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$271,132 and \$607,012 — 0.67x to 1.50x the subject's \$404,675 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

542 organizations qualified on sector, size, and geography → **542** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,963	\$50,619	\$76,858	\$112,807	\$161,320	\$13,989
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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 IA 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
New Mexico Information Technology And	NM	\$404,728	Executive Director	\$114,948	\$109,674	2024
Staffing Services Association Of Il	IL	\$404,500	Executive Director	\$50,500	\$45,343	2023
Natchez Inc	MS	\$404,949	Executive Director	\$183,000	\$186,144	2023
International Association Of Animal	PA	\$405,782	Executive Director	\$102,923	\$91,050	2024
Madison County Chamber Of Commerce	IA	\$403,434	Executive Dir.	\$65,388	\$63,512	2024
Utility Contractors Association Of	OR	\$403,221	Executive Director	\$89,400	\$73,648	2024
Boise Farmers Market Inc	ID	\$402,996	Executive Director	\$81,650	\$77,051	2024
Grand Forks Downtown Development Associa	ND	\$406,744	President/ceo	\$80,567	\$80,749	2023
Cary-grove Area Chamber Of Commerce	IL	\$406,788	President/ceo/secretary	\$99,250	\$86,558	2024
San Diego Military Advisory Council	CA	\$402,363	President & Ceo	\$100,000	\$78,863	2023
Fp2 Inc	IL	\$401,909	Executive Director	\$80,000	\$69,770	2024
Hartselle Area Chamber Of Commerce	AL	\$401,838	President & Ceo	\$42,772	\$42,202	2023
Michigan Mortgage Lenders Association	MI	\$407,536	Chief Executive Officer	\$96,943	\$88,764	2024
Conference On Asian Pacific American	DC	\$401,759	Managing Director	\$86,744	\$69,520	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Leadership						
Tarpon Springs Merchants Association Inc	FL	\$407,835	President	\$8,450	\$7,042	2024
Anderson Valley Winegrowers Association Inc	CA	\$408,095	Executive Director	\$98,601	\$75,529	2024
Heart Of The Valley Chamber Of Commerce	WI	\$408,215	Executive Dir.	\$96,290	\$86,909	2025
Utah Plumbing & Heating Contractors	UT	\$408,455	Executive Director	\$79,080	\$71,798	2024
Blue Valley Farm Show Inc	PA	\$409,333	President	\$2,119	\$1,874	2024
Oregon Chiropractic Association	OR	\$399,982	Executive Di	\$63,029	\$53,457	2023
Venango County Fair Inc	PA	\$409,736	Treasurer	\$12,180	\$10,775	2024
Stark Trumbull Area Realtors Inc	OH	\$399,578	Executivefinancial Adminstra	\$63,970	\$61,879	2023
Forest Grovecornelius Chamber Of	OR	\$399,014	Executive Di	\$75,000	\$60,192	2025
Healthcare Laundry Accreditation Council	SD	\$410,762	Executive Director	\$144,260	\$141,234	2024
Vineland Downtown Improvement District Management Corporation	NJ	\$411,178	Executive Director	\$83,239	\$65,928	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	542 organizations. Compensation range \$417–\$376,710; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$404,675); for reference, expenses \$396,298 and assets \$1,233,081.
ROLE MATCH	Richard Lundvall, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	6 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	64 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 (Richard Lundvall) 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 542 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$13,989 is reasonable (approximately the 6th 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.