

# Delafield Chamber Of Commerce

Executive Director / CEO

EIN 391186726

WI · NTEE S41

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Megan Braatz, Executive Director / CEO** (\$68,261) against **every comparable organization** that fit the selection criteria — **285** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67<sup>th</sup>** percentile of comparable organizations within the typical range

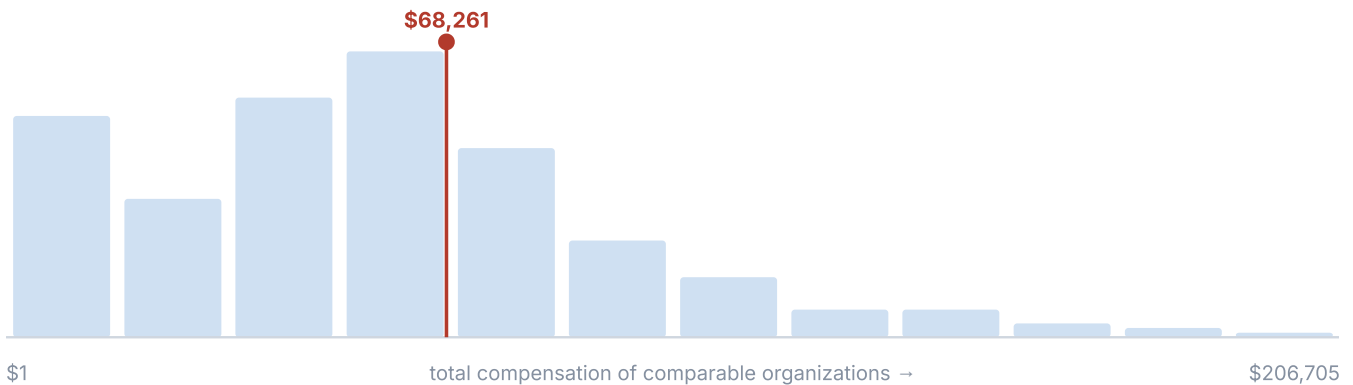
**Benchmarked executive:** Megan Braatz — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$112,831 and \$252,607 — 0.67x to 1.50x the subject's \$168,405 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**285** organizations qualified on sector, size, and geography → **285** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,750	\$31,647	\$54,510	\$75,325	\$105,476	<b>\$68,261</b>
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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 WI 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
<a href="#">Brazoria County Hispanic Chamber Of Commerce</a>	TX	\$168,188	President	\$50,601	<b>\$48,467</b>	2024
<a href="#">Joliet Latino Economic Development Assoc</a>	IL	\$167,992	Program Manager	\$55,504	<b>\$53,792</b>	2023
<a href="#">Committee For The Advancement Of</a>	NJ	\$167,579	President	\$9,542	<b>\$8,399</b>	2023
<a href="#">Texas Organization Of Residential Care Homes</a>	TX	\$167,246	Secretary	\$61,962	<b>\$59,348</b>	2024
<a href="#">Mosinee Area Chamber Of Commerce Inc</a>	WI	\$169,850	Executive Director	\$61,787	<b>\$63,612</b>	2023
<a href="#">Louisa County Chamber Of Commerce</a>	VA	\$165,743	Executive Director	\$53,003	<b>\$50,451</b>	2023
<a href="#">West Plains Chamber Of Commerce</a>	WA	\$171,397	Executive Director	\$71,610	<b>\$61,389</b>	2024
<a href="#">Ofs Holdings Inc</a>	WI	\$164,415	Executive Director (Thru 04/24)	\$22,790	<b>\$22,790</b>	2024
<a href="#">Texas Alternative Investments Association Inc</a>	TX	\$163,149	Secretary	\$10,661	<b>\$10,211</b>	2024
<a href="#">Delaware Food Industry Council</a>	DE	\$173,788	Executive Director	\$158,583	<b>\$148,682</b>	2024
<a href="#">Small Business Council Of America Inc</a>	GA	\$173,977	Secretary	\$9,000	<b>\$8,921</b>	2023
<a href="#">Greater East Dallas Chamber Of Commerce</a>	TX	\$162,675	Executive Staff	\$39,900	<b>\$39,346</b>	2023
<a href="#">Prescott Downtown Partnership Inc</a>	AZ	\$174,908	Executive Dir.	\$45,175	<b>\$41,600</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alexandria Bay Chamber Of Commerce Inc</a>	NY	\$175,230	Executive Director	\$57,100	<b>\$49,405</b>	2024
<a href="#">Ellinger Chamber Of Commerce</a>	TX	\$161,046	Director	\$3,600	<b>\$3,448</b>	2024
<a href="#">The Colony Chamber Of Commerce Inc</a>	TX	\$160,967	Executive Director	\$26,890	<b>\$25,756</b>	2024
<a href="#">Lower Rio Grande Valley Chapter Of</a>	TX	\$160,611	Executive Di	\$65,114	<b>\$64,209</b>	2023
<a href="#">Nodaway County Economic Development Corp</a>	MO	\$176,631	Executive Director	\$100,011	<b>\$104,423</b>	2023
<a href="#">Conferencia Latino Americana De Companias Express Inc</a>	FL	\$159,996	Exacutive Director	\$124,992	<b>\$115,753</b>	2023
<a href="#">Lewisville Clemmons Chamber Of Commerce Inc</a>	NC	\$159,746	Executive Director	\$60,895	<b>\$60,248</b>	2024
<a href="#">Seattle Latino Metropolitan Chamber Of Commerce</a>	WA	\$159,386	President	\$72,606	<b>\$64,082</b>	2023
<a href="#">Dane Buy Local Inc</a>	WI	\$177,451	Executive Di	\$15,231	<b>\$15,681</b>	2023
<a href="#">Toledo Bar Association Foundation</a>	OH	\$159,344	Executive Director	\$19,180	<b>\$20,027</b>	2023
<a href="#">Rogersville-hawkins Co Chamber Of Commerce Inc</a>	TN	\$177,576	Exec Dirctor	\$76,223	<b>\$76,717</b>	2024
<a href="#">Window Coverings Association Of Ame</a>	NC	\$177,588	Ed	\$86,120	<b>\$87,722</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	285 organizations. Compensation range \$1–\$206,705; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$168,405); for reference, expenses \$157,496 and assets \$57,163.
ROLE MATCH	Megan Braatz, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	67 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</sup>

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 (Megan Braatz) 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 10, 2026, comparing compensation against 285 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$68,261 is reasonable (approximately the 67<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.