

# Alex Lakes Area Chamber Of Commerce

Executive Director / CEO

EIN **410185545**  
 MN · NTEE S33Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Tara Bitzan, Executive Director / CEO** (\$90,347) against **every comparable organization** that fit the selection criteria — **1763** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **70<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tara Bitzan — reported title “EXECUTIVE DIR.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S33Z).
BUDGET	Total revenue between \$237,813 and \$532,419 — 0.67x to 1.50x the subject's \$354,946 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,763** organizations qualified on sector, size, and geography → **1,763** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,914	\$41,157	\$69,869	\$99,209	\$135,810	<b>\$90,347</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 MN 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="#">Imperial County Association Of Realtors</a>	CA	\$354,935	Chief Executive Officer	\$79,960	<b>\$67,872</b>	2024
<a href="#">The Construction Institute Inc</a>	CT	\$354,876	Executive Director	\$74,200	<b>\$70,408</b>	2023
<a href="#">Amplify Equity Inc</a>	NY	\$354,839	Executive Director	\$84,483	<b>\$75,043</b>	2024
<a href="#">El Centro Inc</a>	LA	\$354,818	Executive Director	\$49,406	<b>\$55,057</b>	2023
<a href="#">Dimplez 4 Dayz Incorporated</a>	PA	\$355,232	Executive Director	\$77,000	<b>\$77,711</b>	2023
<a href="#">Okmulgee Area Development Corp</a>	OK	\$354,623	Former Exec Dir	\$25,600	<b>\$27,710</b>	2024
<a href="#">Ingersoll Grand Self-supported Municipal</a>	IA	\$354,444	Executive Dir.	\$76,987	<b>\$80,727</b>	2025
<a href="#">Columbus Organizing Project</a>	OH	\$355,451	Lead Organizer	\$78,901	<b>\$82,147</b>	2024
<a href="#">Greater Elizabeth Chamber Of Commerce</a>	NJ	\$354,102	President	\$137,376	<b>\$120,569</b>	2024
<a href="#">Charlestown Benevolent Care</a>	MD	\$355,905	President	\$22,889	<b>\$21,035</b>	2024
<a href="#">National Association Of Elementary</a>	VA	\$353,924	President	\$51,268	<b>\$50,097</b>	2023
<a href="#">Cape Charles Va Main Street Inc</a>	VA	\$353,828	Executive Director	\$54,705	<b>\$51,922</b>	2024
<a href="#">Everett Community Growers Inc</a>	MA	\$353,797	Director	\$1,893	<b>\$1,722</b>	2023
<a href="#">The Louisiana Center Against Poverty Inc</a>	LA	\$356,129	Executive Director	\$55,530	<b>\$61,882</b>	2023
<a href="#">West Yellowstone Foundation</a>	MT	\$356,140	Executive Dir.	\$62,661	<b>\$68,357</b>	2023
<a href="#">Idea Foundry</a>	PA	\$353,744	Director & Ceo	\$208,810	<b>\$210,737</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kodiak Community Support Inc</a>	AK	\$353,699	President 2023	\$35,789	<b>\$33,634</b>	2024
<a href="#">San Francisco Transit Riders</a>	CA	\$356,416	Executive Director	\$18,598	<b>\$15,786</b>	2024
<a href="#">Austin African American Business Network Nfp</a>	IL	\$356,485	President	\$55,916	<b>\$55,633</b>	2023
<a href="#">Farm And Ranch Freedom Alliance</a>	TX	\$353,371	Executive Director	\$33,567	<b>\$33,007</b>	2024
<a href="#">Idaho Petroleum Marketers &amp; Convenience Store Association Co Wpma</a>	UT	\$353,345	State Executive	\$82,337	<b>\$80,701</b>	2025
<a href="#">Michigan Israel Business Accelerator</a>	MI	\$353,207	Chief Executive Officer (End Jan 2025)	\$19,401	<b>\$19,684</b>	2024
<a href="#">Civic Results</a>	CO	\$353,127	Former Principal	\$100,673	<b>\$97,695</b>	2023
<a href="#">The Experience Community Development Corp</a>	CA	\$353,065	Crawford, Director	\$51,624	<b>\$43,819</b>	2024
<a href="#">Midlands African Chamber Inc</a>	NE	\$352,955	Ceo	\$57,692	<b>\$62,797</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **1763** organizations. Compensation range \$20–\$660,274; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$354,946); for reference, expenses \$333,462 and assets \$833,905.

<b>ROLE MATCH</b>	Tara Bitzan, reported title " <i>EXECUTIVE DIR.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	197 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	67 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	70 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	72 <sup>nd</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Tara Bitzan) 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 1763 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,347 is reasonable (approximately the 70<sup>th</sup> 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.