

Chap Corporation

Executive Director / CEO

EIN 411717283

MN · NTEE S80Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Greg St Hilaire, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Greg St Hilaire — reported title “Vice President”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S80Z).

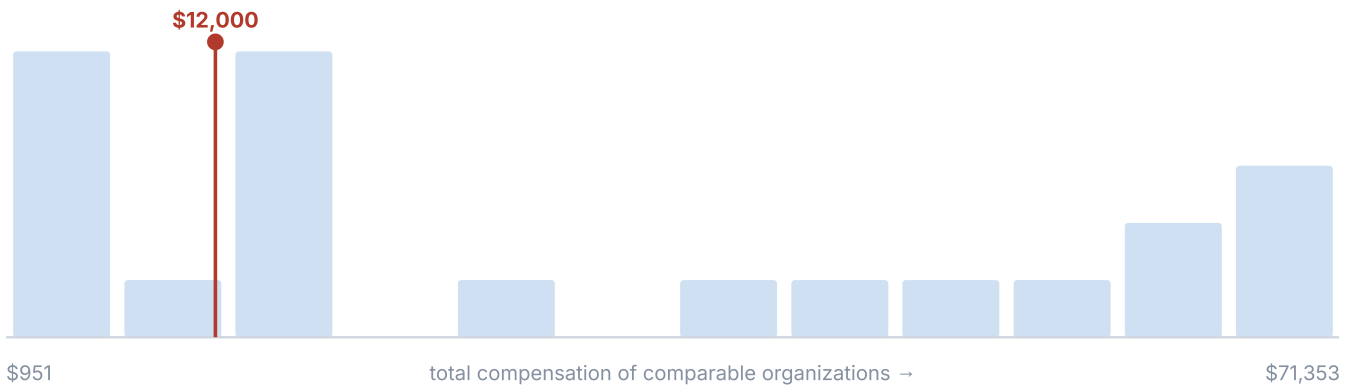
BUDGET Total revenue between \$86,997 and \$194,770 — 0.67x to 1.50x the subject's \$129,847 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,562	\$6,979	\$17,461	\$59,134	\$66,232	\$12,000
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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 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
Santa Rosa Community Services Inc	FL	\$126,025	Director	\$42,135	\$40,059	2024
Tri Valley Medical Foundation	NE	\$118,516	Foundation Director	\$56,751	\$61,773	2024
Ferndale Downtown Development Association	WA	\$117,926	Exec Director	\$71,000	\$66,232	2023
Acercamiento Hispano	SC	\$116,481	Executive Director	\$54,987	\$59,770	2023
Center For Child And Family Achievement Inc	NJ	\$115,891	Executive Director	\$17,680	\$15,975	2024
Westside Regional Medical Staff Inc	FL	\$145,365	Chief Of Staff	\$1,000	\$951	2024
Asian American Resource Foundation Inc	GA	\$112,646	President	\$16,667	\$17,461	2023
Kane County Farm Bureau Foundation	IL	\$104,203	Manager	\$14,168	\$14,096	2024
Dade City Rod And Gun Club Inc	FL	\$155,917	President	\$2,700	\$2,567	2024
Lions Sight Conservation Foundation Inc Of W Va	WV	\$99,195	Secretary-treasurer	\$2,400	\$2,562	2025
Midlands Mediation Center	SC	\$162,078	Executive Director	\$38,958	\$42,347	2023
Literacy Council Of Southwestern Pa	PA	\$165,913	Executive Di	\$70,700	\$71,353	2024
Northern Pine Riders	MN	\$167,631	President	\$2,200	\$2,265	2023
High Plains Community Development	NE	\$170,051	Executive Di	\$54,326	\$59,134	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Baxter Snowmobile Club Inc	MN	\$88,161	Gambling Mgr	\$14,682	\$14,682	2024
Community Chest Of Cicero	IL	\$173,650	Executive Di	\$27,000	\$26,863	2024
The Committee Of 101 Inc	KY	\$174,880	President	\$3,600	\$3,813	2025
Cedar Branch Project	CA	\$184,429	Executive Director	\$14,523	\$13,066	2023
Cavalier County Memorial Hospital Founda	ND	\$186,685	Executive Director	\$45,452	\$49,178	2025
Iowa Gun Owners	IA	\$187,138	Chairman Of The Board	\$60,000	\$68,450	2023
Lithuanian Center	IL	\$193,802	President/director	\$7,200	\$6,979	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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.

Sample, role match & sensitivity

PEER COUNT 21 organizations. Compensation range \$951–\$71,353; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$129,847); for reference, expenses \$68,678 and assets \$399,646. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Greg St Hilaire, reported title *"Vice President"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	29 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 (Greg St Hilaire) 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 21 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 29th 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.