

Excelsior Springs Area Chamber

Executive Director / CEO

EIN 440196825
 MO · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brian Rice, Executive Director / CEO** (\$47,525) against **every comparable organization** that fit the selection criteria — **383** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

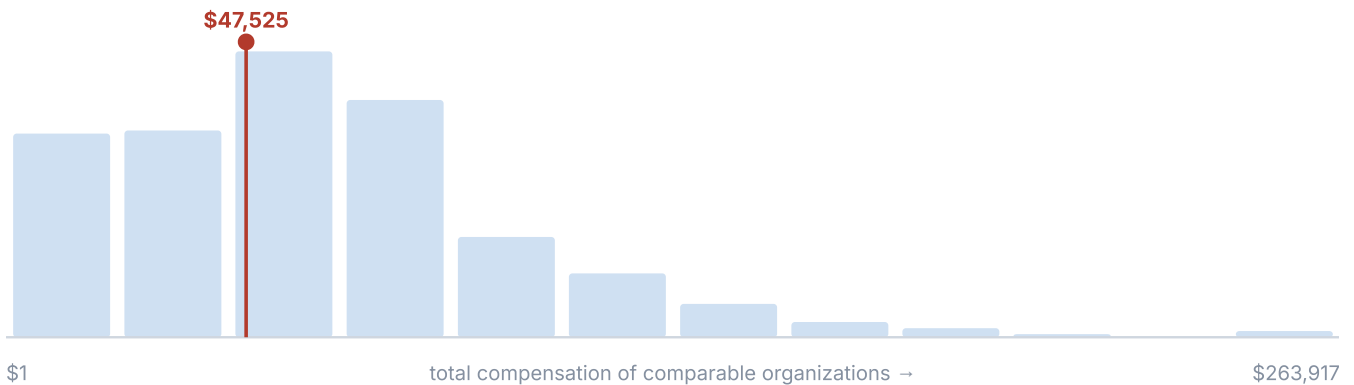
Benchmarked executive: Brian Rice — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$131,321 and \$294,003 — 0.67x to 1.50x the subject's \$196,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

383 organizations qualified on sector, size, and geography → **383** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,695	\$33,023	\$57,742	\$79,650	\$113,771	\$47,525
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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 MO 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
The Greater Okc Asian Chamber Of Commerce	OK	\$196,154	Executive Director	\$25,927	\$26,260	2025
Trussville Chamber Of Commerce	AL	\$196,388	Interim Director	\$46,789	\$49,134	2023
Pomerado Hospital Medical Staff	CA	\$194,837	Past Chief Of Staff	\$62,000	\$52,040	2023
Fort Davis Chamber Of Commerce	TX	\$194,789	Executive Director	\$13,770	\$13,389	2023
American Subcontractors Association Of O	OK	\$197,551	Executive Director	\$64,174	\$68,689	2023
Sheboygan Falls Chamber Main Street	WI	\$194,417	Executive Director	\$53,563	\$52,815	2024
American Knife And Tool Institute Inc	WY	\$193,706	Executive Director	\$55,800	\$56,415	2024
Swedish Medical Center Medical	CO	\$198,392	President	\$17,500	\$15,843	2024
The Village At Sherman Oaks Inc	CA	\$198,810	Executive Director	\$12,000	\$10,072	2023
Pennsylvania State Assn Of County	PA	\$199,332	Secretary/tr	\$20,125	\$18,948	2024
Red Oak Chamber And Industry Association Inc	IA	\$192,644	Secretary	\$50,500	\$53,748	2023
Central New York Defense Alliance Ltd	NY	\$199,533	Secretary And Exec. Director Emeritus	\$11,325	\$9,662	2024
Tennessee Infrastructure Alliance	TN	\$200,000	Executive Director	\$90,000	\$89,319	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Digital Energy Council	DC	\$200,000	Board Member,exec Dir,president	\$25,000	\$21,324	2023
Green Motors Practices Group	ID	\$191,962	Executive Director	\$64,000	\$64,280	2024
Great Lakes Bay Regional Alliance	MI	\$191,747	Executive Di	\$95,700	\$93,262	2024
Association Of Health Care	MO	\$200,730	Executive Director	\$5,416	\$5,576	2023
Chemical Alliance Zone Inc	WV	\$200,945	Executive Director	\$178,250	\$182,220	2024
Mercer Area Chamber Of Commerce	WI	\$190,955	Executive Director	\$52,696	\$51,960	2024
Wisconsin Badger Chapter Club Management	WI	\$201,353	Managing Director	\$58,940	\$58,117	2024
Virginia Beach Restaurant Association	VA	\$190,615	Executive Director	\$68,383	\$64,181	2023
Massachusetts Association Of	MA	\$201,599	Executive Di	\$137,500	\$116,659	2024
North Coast Fishermens Cable Committee	CA	\$201,795	President	\$4,319	\$3,521	2024
Independent Electrical Contractors	CO	\$201,942	Executive Director	\$124,001	\$112,261	2024
Lanesboro Area Chamber Of Commerce	MN	\$190,035	Executive Director	\$40,480	\$37,765	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	383 organizations. Compensation range \$1–\$263,917; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$196,002); for reference, expenses \$207,114 and assets \$172,607.
ROLE MATCH	Brian Rice, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	37 th
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	34 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 (Brian Rice) 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 383 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$47,525 is reasonable (approximately the 37th 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.