

# Retail Grocers Association Of

Executive Director / CEO

EIN 440406976

KS · NTEE S41

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Jon McCormick, Executive Director / CEO** (\$35,751) against **every comparable organization** that fit the selection criteria — **485** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

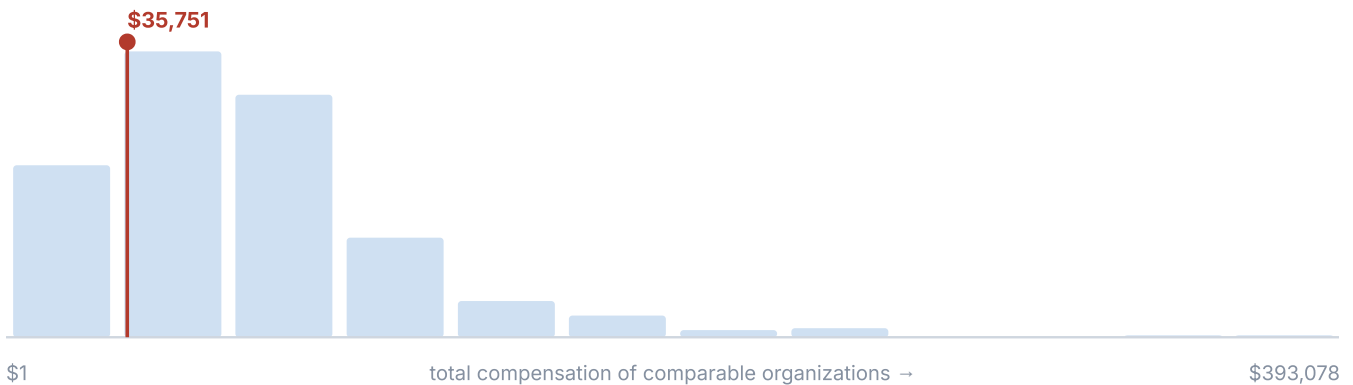
**Benchmarked executive:** Jon McCormick — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

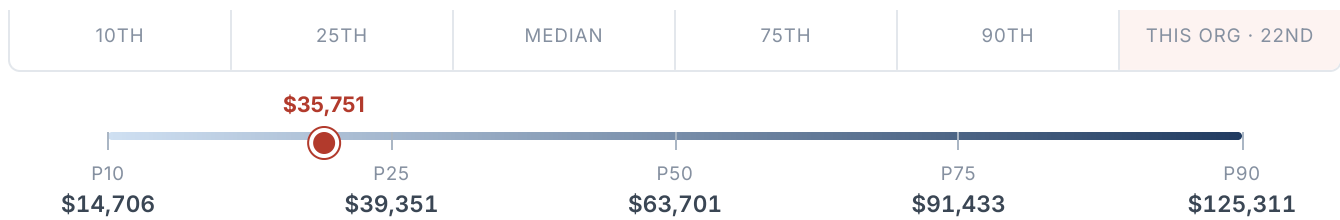
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$166,754 and \$373,332 — 0.67x to 1.50x the subject's \$248,888 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**485** organizations qualified on sector, size, and geography → **485** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,706	\$39,351	\$63,701	\$91,433	\$125,311	\$35,751
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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 KS 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="#">Barnesville Chamber Of Commerce</a>	OH	\$248,591	Director	\$35,318	<b>\$34,625</b>	2024
<a href="#">Northern Cincinnati Chamber Of Commerce</a>	OH	\$249,242	Former Chamber President	\$72,500	<b>\$73,177</b>	2023
<a href="#">Arlington Chamber Of Commerce</a>	TN	\$249,497	Executive Director	\$68,835	<b>\$65,249</b>	2025
<a href="#">Midwestern Ohio Association Of Real</a>	OH	\$249,693	Executive Di	\$60,124	<b>\$58,945</b>	2024
<a href="#">State Business Executives</a>	VA	\$250,000	President & Ceo	\$121,500	<b>\$108,590</b>	2024
<a href="#">Northshore Business Council</a>	LA	\$247,732	Executive Director (1/1 - 7/31)	\$34,335	<b>\$34,996</b>	2024
<a href="#">Spanish Fork Area Chamber Of Commer</a>	UT	\$250,046	President - Ceo	\$52,816	<b>\$50,036</b>	2024
<a href="#">Minnesota County Engineers Assoc</a>	MN	\$250,176	President	\$1,200	<b>\$1,098</b>	2024
<a href="#">Alamo Angels</a>	TX	\$250,232	Executive Director	\$16,360	<b>\$15,595</b>	2023
<a href="#">National Association Of Wine Retailers</a>	CA	\$247,521	Executive Director	\$79,175	<b>\$63,284</b>	2024
<a href="#">Altoona Area Chamber Of Commerce</a>	IA	\$247,484	Executive Vp	\$68,315	<b>\$71,283</b>	2023
<a href="#">Medical Staff Of Doctors Medical Center</a>	CA	\$247,482	Chief Of Staff	\$48,000	<b>\$39,499</b>	2023
<a href="#">City Of Linden District Management Corp</a>	NJ	\$250,340	Office Manager	\$42,000	<b>\$33,816</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Littleton Business Chamber Inc</a>	CO	\$250,452	Executive Director	\$84,211	<b>\$72,817</b>	2025
<a href="#">Rexburg Chamber Of Commerce</a>	ID	\$250,476	Ceo	\$40,000	<b>\$39,387</b>	2024
<a href="#">Washington Brewers Guild</a>	WA	\$250,879	Executive Director	\$87,265	<b>\$74,456</b>	2023
<a href="#">Heights In Progress Inc</a>	NJ	\$250,926	President	\$32,100	<b>\$26,529</b>	2024
<a href="#">The St Mary Chamber Of Commerce</a>	LA	\$246,552	President	\$45,868	<b>\$46,751</b>	2024
<a href="#">Cuyahoga County Mayors And City Managers Association</a>	OH	\$251,263	Executive Director	\$73,132	<b>\$71,698</b>	2024
<a href="#">Utah Tech Leads Association</a>	UT	\$251,663	President & Ceo	\$113,750	<b>\$115,495</b>	2022
<a href="#">Cape Girardeau County Board Of Realtors</a>	MO	\$252,056	Executive Dir.	\$56,395	<b>\$55,289</b>	2024
<a href="#">Artist Management Association Inc</a>	NY	\$245,325	Secretary	\$112,196	<b>\$93,844</b>	2024
<a href="#">Phcc Educational Foundation</a>	CA	\$252,617	Ceo	\$13,059	<b>\$10,746</b>	2023
<a href="#">Central Missouri Building Industries Asn</a>	MO	\$252,712	Executive Dir.	\$51,262	<b>\$51,741</b>	2023
<a href="#">New Holland Pa State Association Of</a>	PA	\$244,951	President	\$300	<b>\$277</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	485 organizations. Compensation range \$1–\$393,078; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$248,888); for reference, expenses \$255,583 and assets \$8,394,323.
ROLE MATCH	Jon McCormick, reported title "PRESIDENT/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	98 <sup>th</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 (Jon McCormick) 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 485 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,751 is reasonable (approximately the 22<sup>nd</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.