

The Real Estate Valuation Advocacy

Executive Director / CEO

EIN 454238569

DC · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mark Schiffman, Executive Director / CEO** (\$223,850) against **every comparable organization** that fit the selection criteria — **538** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Mark Schiffman — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

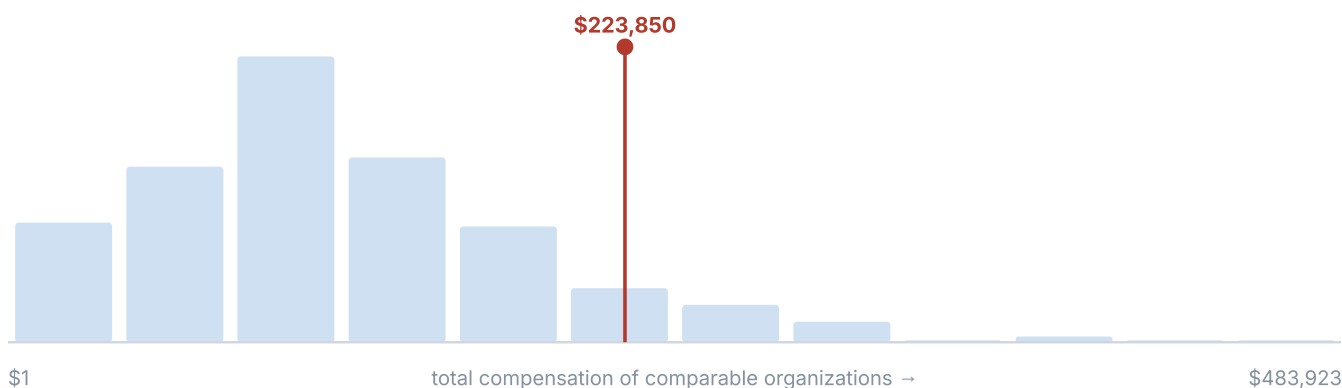
SECTOR Organizations sharing the subject's NTEE classification (S41).

BUDGET Total revenue between \$311,690 and \$697,815 — 0.67x to 1.50x the subject's \$465,210 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

538 organizations qualified on sector, size, and geography → **538** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,891	\$72,043	\$107,114	\$156,542	\$217,449	\$223,850
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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 DC 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
New Mexico Angels Inc	NM	\$465,415	Chairman	\$12,844	\$15,742	2024
Ceo Roundtables Of Minnesota Inc	MN	\$464,858	Ceo & President	\$150,000	\$173,892	2023
Gage Area Growth Enterprise	NE	\$465,745	Executive Di	\$92,211	\$113,020	2024
Broussard Chamber Of Commerce	LA	\$466,085	Ceo	\$76,800	\$96,370	2024
Trebic Inc	NC	\$463,665	Director/president	\$91,705	\$107,980	2024
American Business Council Kuwait		\$466,769	Executive Director	\$54,539	\$56,150	2023
Cfa Society Of Minnesota	MN	\$462,913	Executive Director	\$106,721	\$123,719	2023
Kelso Longview Chamber Of Commerce	WA	\$462,716	Ceo	\$79,740	\$83,758	2023
La Crosse Area Realtors Association	WI	\$467,721	Assoc Execut	\$111,858	\$133,124	2024
Sandy Springs Perimeter Chamber Of	GA	\$462,685	President & Ceo	\$124,200	\$142,310	2024
Chicago Area Independent Constructi	IL	\$467,890	Director	\$114,400	\$131,951	2023
Greater Ocean City Golf Association	MD	\$462,314	Managing Director	\$90,000	\$95,885	2024
Illinois Solar Energy Association	IL	\$462,254	Executive Director	\$119,000	\$133,319	2024
League City Chamber Of Commerce	TX	\$461,383	President/ce	\$43,077	\$50,554	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pike County Economic Development	AL	\$469,860	President	\$174,187	\$214,444	2024
Dayton Agricultural & Mech Assoc	PA	\$460,350	President	\$1,680	\$1,909	2024
Armed Forces Marketing Council	VA	\$470,536	President	\$351,695	\$386,969	2024
Camara De Comercio Del Sur De Puerto Rico Inc	PR	\$470,820	Executive Director	\$38,377	\$38,377	2024
Maine Outdoor Brands Inc	ME	\$470,897	Executive Director	\$82,944	\$97,442	2023
White House Chamber Of Commerce	TN	\$470,907	Director	\$88,461	\$105,962	2024
Whatcom Business Alliance	WA	\$459,458	Executive Director	\$124,327	\$126,846	2024
Grand County Board Of Realtors	CO	\$459,320	Executive Dir.	\$92,340	\$100,900	2024
Nevada Rural Electric Association	NV	\$459,040	Executive Director	\$164,976	\$188,447	2024
American Concrete Pavement	NY	\$458,268	Executive Di	\$95,582	\$98,425	2024
Sister Bay Advancement Association	WI	\$457,953	Comm Coordin	\$53,131	\$63,232	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **538** organizations. Compensation range \$1–\$483,923; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$465,210); for reference, expenses \$530,845 and assets \$319,227.
ROLE MATCH	Mark Schiffman, reported title " <i>Secretary</i> ", 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	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	91 st
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	89 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 (Mark Schiffman) 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 538 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$223,850 is reasonable (approximately the 91st 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.