

Whatcom Business Alliance

Executive Director / CEO

EIN 454984520

WA · NTEE S41

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Barbara Chase, Executive Director / CEO** (\$124,327) against **every comparable organization** that fit the selection criteria — **540** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

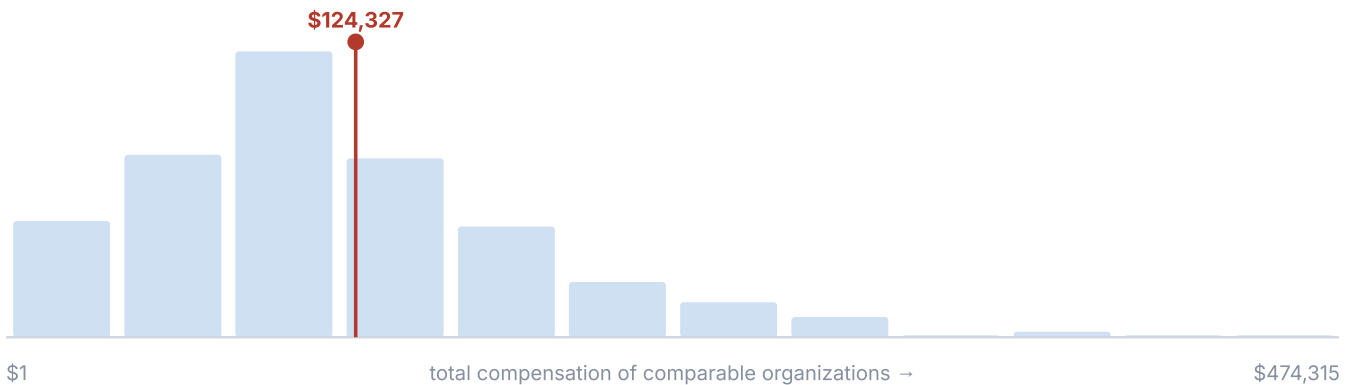
Benchmarked executive: Barbara Chase — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$307,836 and \$689,187 — 0.67x to 1.50x the subject's \$459,458 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

540 organizations qualified on sector, size, and geography → **540** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$36,789	\$69,916	\$103,557	\$152,069	\$213,046	\$124,327
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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 WA 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
Grand County Board Of Realtors	CO	\$459,320	Executive Dir.	\$92,340	\$98,897	2024
Nevada Rural Electric Association	NV	\$459,040	Executive Director	\$164,976	\$184,705	2024
Dayton Agricultural & Mech Assoc	PA	\$460,350	President	\$1,680	\$1,871	2024
American Concrete Pavement	NY	\$458,268	Executive Di	\$95,582	\$96,470	2024
Sister Bay Advancement Association	WI	\$457,953	Comm Coordin	\$53,131	\$61,977	2024
League City Chamber Of Commerce	TX	\$461,383	President/ce	\$43,077	\$49,550	2023
Oregon Society Of Medical Oncology	WA	\$457,317	Exec V. Pres	\$162,700	\$162,700	2024
Illinois Solar Energy Association	IL	\$462,254	Executive Director	\$119,000	\$130,671	2024
Greater Ocean City Golf Association	MD	\$462,314	Managing Director	\$90,000	\$93,981	2024
Sandy Springs Perimeter Chamber Of	GA	\$462,685	President & Ceo	\$124,200	\$139,484	2024
Kelso Longview Chamber Of Commerce	WA	\$462,716	Ceo	\$79,740	\$82,095	2023
Cfa Society Of Minnesota	MN	\$462,913	Executive Director	\$106,721	\$121,262	2023
Texas Grazing Land Coalition Inc	TX	\$455,646	Executive Director	\$76,500	\$85,472	2024
Trebic Inc	NC	\$463,665	Director/president	\$91,705	\$105,836	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ceo Roundtables Of Minnesota Inc	MN	\$464,858	Ceo & President	\$150,000	\$170,439	2023
The Real Estate Valuation Advocacy	DC	\$465,210	Secretary	\$223,850	\$219,405	2024
Edc Team Jefferson	WA	\$453,507	Executive Director	\$97,177	\$100,047	2023
New Mexico Angels Inc	NM	\$465,415	Chairman	\$12,844	\$15,430	2024
Gage Area Growth Enterprise	NE	\$465,745	Executive Di	\$92,211	\$110,776	2024
Louisiana Casino Association Inc	LA	\$452,921	Executive Director	\$291,157	\$358,093	2024
Broussard Chamber Of Commerce	LA	\$466,085	Ceo	\$76,800	\$94,456	2024
California Wind Energy Association	CA	\$452,468	Exec Dir/sec	\$124,235	\$119,822	2024
International Geosynthetics Society	TX	\$452,273	Executive Director	\$55,571	\$62,089	2024
American Business Council Kuwait		\$466,769	Executive Director	\$54,539	\$56,150	2023
Transportation Marketing & Sales Associa	OH	\$451,754	Executive Dir.	\$100,008	\$118,310	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **540** organizations. Compensation range \$1–\$474,315; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$459,458); for reference, expenses \$424,625 and assets \$198,257.
ROLE MATCH	Barbara Chase, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 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	63 rd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	59 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 (Barbara Chase) 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 13, 2026, comparing compensation against 540 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$124,327 is reasonable (approximately the 63rd 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 13, 2026.