

# Bellevue Chamber Of Commerce Incorporated

Executive Director / CEO

EIN 470465328

NE · NTEE S41

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Diane Bruce, Executive Director / CEO** (\$97,005) against **every comparable organization** that fit the selection criteria — **534** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

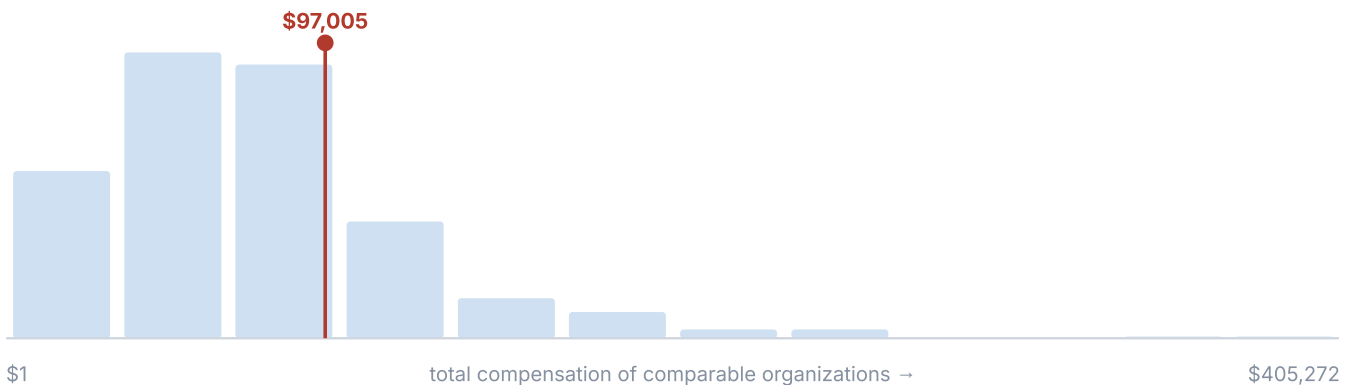
**Benchmarked executive:** Diane Bruce — reported title "President / CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$188,373 and \$421,732 — 0.67x to 1.50x the subject's \$281,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**534** organizations qualified on sector, size, and geography → **534** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$16,184</b> 10TH	<b>\$42,927</b> 25TH	<b>\$69,055</b> MEDIAN	<b>\$96,331</b> 75TH	<b>\$132,788</b> 90TH	<b>\$97,005</b> THIS ORG · 75TH
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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 NE 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="#">Ypo Patriot Gold Chapter Of The Young Presidents Organization Inc</a>	MA	\$282,000	Chapter Administrator	\$50,000	<b>\$41,774</b>	2025
<a href="#">International Milk Haulers Assn</a>	WI	\$279,994	Executive Director	\$65,000	<b>\$66,699</b>	2023
<a href="#">Wosa Export Marketing Ltd</a>	NY	\$282,317	Manager	\$136,390	<b>\$117,620</b>	2024
<a href="#">Catholic Healthcare Partnership Of New Jersey</a>	NJ	\$279,899	President	\$206,127	<b>\$175,637</b>	2024
<a href="#">Medef International Washington - Dc Offi</a>	DC	\$282,567	Ceo	\$153,708	<b>\$128,726</b>	2024
<a href="#">Florida Association Of Managing</a>	FL	\$279,644	Ceo	\$130,750	<b>\$117,222</b>	2024
<a href="#">Structural Engineers Association Of</a>	UT	\$279,362	Executive Di	\$25,300	<b>\$24,712</b>	2024
<a href="#">Savannah Area Chamber Of Commerce</a>	GA	\$283,246	President	\$37,720	<b>\$36,196</b>	2024
<a href="#">Insurance Institute Of Kentucky</a>	KY	\$279,013	President	\$39,570	<b>\$40,572</b>	2024
<a href="#">Associated Minority Contractors Of</a>	AZ	\$283,342	President	\$126,300	<b>\$115,921</b>	2024
<a href="#">International Association For The Stability Handli</a>	GA	\$278,729	Secretary	\$7,200	<b>\$6,909</b>	2024
<a href="#">O'brien County Economic Development</a>	IA	\$283,583	Exec Directo	\$94,272	<b>\$95,971</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gloucester Tourism Alliance Inc</a>	MA	\$278,669	Marketing Director	\$34,104	<b>\$29,247</b>	2024
<a href="#">Montana Petroleum Marketers &amp;</a>	UT	\$278,309	State Execut	\$142,862	<b>\$139,541</b>	2024
<a href="#">Dakota Territory Buffalo</a>	SD	\$278,261	Executive Di	\$10,200	<b>\$10,743</b>	2024
<a href="#">Antelope Valley Chambers Of Commerce</a>	CA	\$278,248	Ceo	\$69,486	<b>\$58,953</b>	2023
<a href="#">Shared Services Leadership Coalition</a>	VA	\$278,150	Founder, Ceo & Board Membe	\$180,000	<b>\$170,764</b>	2023
<a href="#">Chester County Chamber Of Commerce</a>	SC	\$278,076	Clinton	\$78,613	<b>\$80,580</b>	2023
<a href="#">Mobilizing And Organizing Virginians For Engagement</a>	VA	\$277,499	Executive Director	\$94,000	<b>\$86,618</b>	2024
<a href="#">Carolina Fintech Hub</a>	NC	\$277,388	President	\$250,000	<b>\$253,806</b>	2023
<a href="#">Invest Texas Council</a>	TX	\$285,000	Director	\$10,000	<b>\$9,829</b>	2023
<a href="#">Evansville Regional Business Committee</a>	IN	\$285,032	President	\$116,700	<b>\$120,918</b>	2023
<a href="#">San Juan Island Chamber Of Commerce</a>	WA	\$276,774	Executive Di	\$99,484	<b>\$85,003</b>	2024
<a href="#">American Association Of Corporate Optometrists</a>	GA	\$276,603	Executive Director	\$57,200	<b>\$56,510</b>	2023
<a href="#">Cen-tex Hispanic Chamber Of Comm</a>	TX	\$285,750	Presedent/ceo	\$75,315	<b>\$71,900</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2025 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 NE 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	534 organizations. Compensation range \$1–\$405,272; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$281,155); for reference, expenses \$289,943 and assets \$23,007.
ROLE MATCH	Diane Bruce, reported title " <i>President / CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Diane Bruce) 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 534 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$97,005 is reasonable (approximately the 75<sup>th</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 9, 2026.