

Home Builders Assoc Of Central

Executive Director / CEO

EIN 540719770

VA · NTEE S41Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Matt Holley, Executive Director / CEO** (\$57,924) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Matt Holley — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

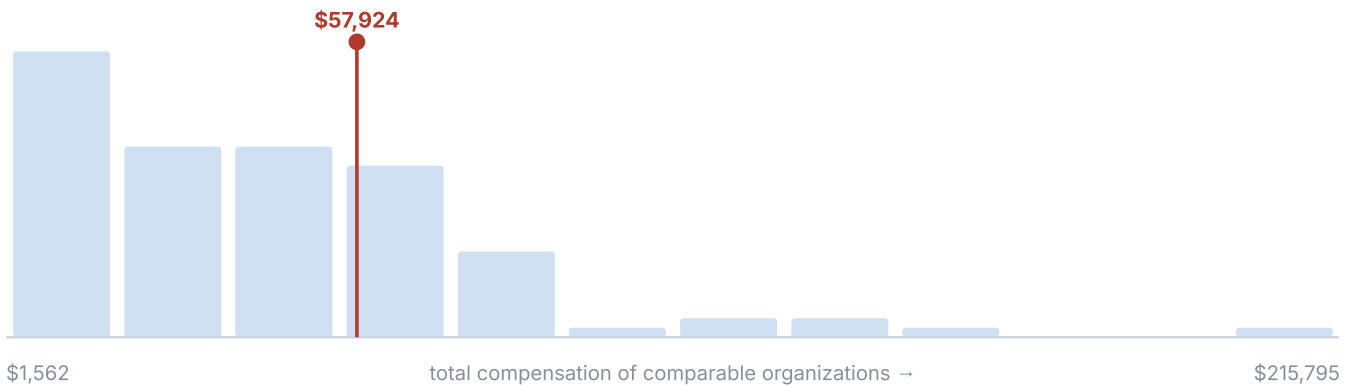
SECTOR Organizations sharing the subject's NTEE classification (S41Z).

BUDGET Total revenue between \$72,131 and \$161,488 — 0.67x to 1.50x the subject's \$107,659 (the band tightens as size grows).

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

104 organizations qualified on sector, size, and geography → **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,174	\$16,408	\$40,238	\$64,452	\$81,745	\$57,924
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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 VA 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
Mid Atlantic Construction Safety Co	PA	\$107,614	Executive Di	\$60,503	\$62,489	2024
Group Of 50 Foundation Inc	DC	\$107,129	Executive Director Until September 2024	\$91,819	\$83,449	2024
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$34,868	2025
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$47,443	2024
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$12,409	2024
Lonmark International	CA	\$108,950	Executive Director	\$19,800	\$17,251	2025
International Federation Of	NY	\$112,599	Treasurer	\$11,000	\$11,033	2022
Trial Attorneys Of New Jersey	NJ	\$114,526	Executive Director	\$49,265	\$45,555	2024
Governmental Purchasing Association	NJ	\$100,656	Executive Dir.	\$4,500	\$4,284	2023
Oak Harbor Area Chamber Of Commerce	OH	\$99,270	Exec Director	\$9,833	\$10,786	2024
Medical Board Of Nyp Bmh Corp	NY	\$98,715	Pres	\$52,000	\$50,103	2023
Fruitland Chamber Of Commerce Inc	ID	\$98,710	Executive Dir.	\$44,368	\$50,327	2023
Kentucky Pest Management Association	KY	\$117,563	Adminstrator	\$20,000	\$22,254	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri State Stone Operators Association Inc	WV	\$97,750	Secretary & Trainer	\$36,000	\$41,562	2023
Professional Advocacy Association Of	TX	\$97,675	Sec/exec Director	\$23,500	\$25,065	2023
Mid-atlantic Nato Inc	MD	\$97,513	Executive Director	\$71,874	\$67,799	2025
Quad City Painting Industry	IA	\$97,442	Executive Director	\$4,500	\$5,254	2023
Black Wall Street Chamber Of Commerce	OK	\$96,670	President/ceo	\$55,666	\$73,486	2021
East Valley Hispanic Chamber Of Commerce	AZ	\$119,513	Exec Director	\$25,000	\$25,636	2023
Defense Alliance Of North Carolina	NC	\$120,168	Executive Director	\$79,022	\$87,062	2023
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$42,242	2024
Chattanooga Manufacturers Association	TN	\$121,004	Operation Consultant Thru 9/2023	\$6,559	\$7,140	2024
Idaho Association Of Nurse Anesthetists	ID	\$121,677	Executive Dir.	\$32,500	\$35,807	2024
Jamestown S'klallam Tribal Capital	WA	\$122,619	Loan Portfolio Administrative Assistant	\$75,000	\$69,544	2024
Escambia County Medical Society	FL	\$92,289	Executive Director	\$66,000	\$64,214	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	104 organizations. Compensation range \$1,562–\$215,795; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$107,659); for reference, expenses \$154,442 and assets \$754,308. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Matt Holley, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	69 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	63 rd

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 (Matt Holley) 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 104 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$57,924 is reasonable (approximately the 69th 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 10, 2026.