

# Angier Chamber Of Commerce

Executive Director / CEO

EIN 560632668

NC · NTEE S41

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelby Blackmon, Executive Director / CEO** (\$51,621) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Shelby Blackmon — 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 (S41).

**BUDGET** Total revenue between \$287,857 and \$644,457 — 0.67x to 1.50x the subject's \$429,638 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41) + NC + budget 0.67–1.5x revenue.

**19** organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,497	\$77,426	\$89,074	\$108,588	\$159,350	\$51,621
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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 NC 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="#">Trebic Inc</a>	NC	\$463,665	Director/president	\$91,705	<b>\$89,074</b>	2024
<a href="#">Crew Charlotte Inc</a>	NC	\$473,737	Executive Director	\$104,044	<b>\$104,044</b>	2023
<a href="#">Carolinas Chapter - Cmaa</a>	NC	\$477,616	Member Services Manager	\$70,355	<b>\$68,337</b>	2024
<a href="#">Aia Triangle</a>	NC	\$363,417	Executive Director	\$90,000	<b>\$87,418</b>	2024
<a href="#">Southern Independent Bookseller Alliance</a>	NC	\$362,725	Executive Dir.	\$80,000	<b>\$77,705</b>	2024
<a href="#">Cfa Society North Carolina Inc</a>	NC	\$359,655	Executive Director	\$102,750	<b>\$99,802</b>	2024
<a href="#">Greater Fayetteville Chamber</a>	NC	\$352,168	Executive Di	\$94,850	<b>\$94,850</b>	2023
<a href="#">Rowan County Chamber Of Commerce</a>	NC	\$511,865	President	\$153,625	<b>\$153,625</b>	2023
<a href="#">North Carolina Hosa -</a>	NC	\$513,470	E.d./ex Offi	\$30,000	<b>\$30,000</b>	2023
<a href="#">Holly Springs Chamber Of Commerce Inc</a>	NC	\$336,055	Executive Director	\$77,146	<b>\$77,146</b>	2023
<a href="#">Alliance Of Comprehensive Planners Inc</a>	NC	\$535,357	Director	\$18,000	<b>\$17,484</b>	2024
<a href="#">North Carolina Dermatology Association</a>	NC	\$321,213	Executive Director	\$17,375	<b>\$16,877</b>	2024
<a href="#">Aia Charlotte A Section Of The Nc</a>	NC	\$320,443	Executive Director	\$113,131	<b>\$113,131</b>	2023
<a href="#">Asheville Independent Restaurant</a>	NC	\$309,799	Executive Di	\$84,000	<b>\$81,590</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Boone Area Chamber Of Commerce</a>	NC	\$558,504	President & Ceo	\$80,262	<b>\$80,262</b>	2023
<a href="#">Research Triangle Cleantech Cluster</a>	NC	\$293,453	Executive Dir.	\$133,976	<b>\$133,976</b>	2023
<a href="#">Mid Carolina Regional Association</a>	NC	\$587,381	Executive Director	\$101,596	<b>\$98,681</b>	2024
<a href="#">Southern Atlantic Hospital Alliance</a>	NC	\$597,533	Ceo	\$187,631	<b>\$182,248</b>	2024
<a href="#">Professional Life Advisors Network Ltd</a>	NC	\$599,000	Executive Director	\$316,850	<b>\$316,850</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2023 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 NC 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	19 organizations. Compensation range \$16,877–\$316,850; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$429,638); for reference, expenses \$329,765 and assets \$711,335.
ROLE MATCH	Shelby Blackmon, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	5 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	16 <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 (Shelby Blackmon) 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 19 similarly situated organizations (Same NTEE sector (S41) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,621 is reasonable (approximately the 16<sup>th</sup> 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.