

# Lancaster County Chamber Of Commerce

Executive Director / CEO

EIN 570296358

SC · NTEE S41

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **John M McCain, Executive Director / CEO** (\$93,929) against **every comparable organization** that fit the selection criteria — **529** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

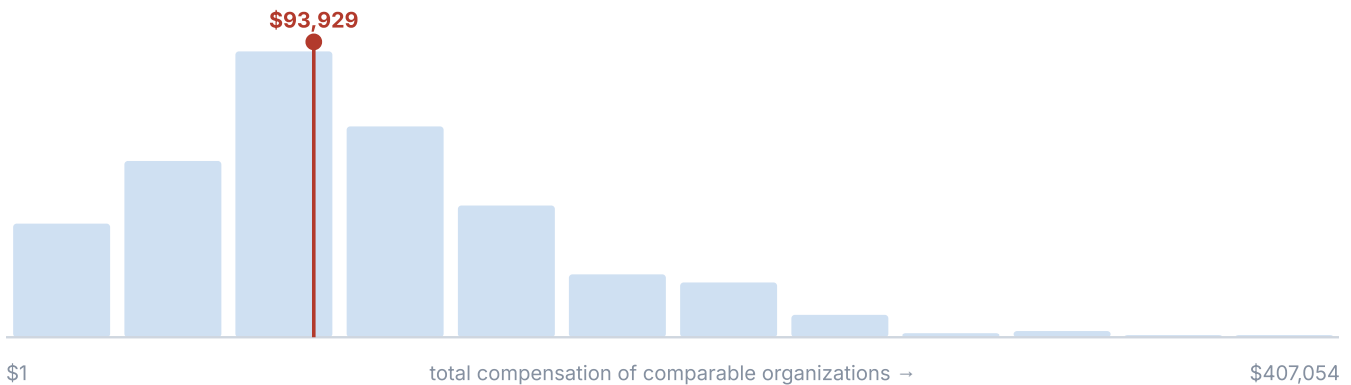
**Benchmarked executive:** John M McCain — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$333,126 and \$745,804 — 0.67x to 1.50x the subject's \$497,203 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**529** organizations qualified on sector, size, and geography → **529** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,103	\$64,588	\$95,067	\$138,127	\$192,521	\$93,929
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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 SC 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="#">Downtown Naperville Alliance</a>	IL	\$495,476	Executive Dir.	\$84,046	<b>\$81,541</b>	2023
<a href="#">Las Vegas Chapter American Concrete</a>	NV	\$499,189	Executive Di	\$69,000	<b>\$64,588</b>	2025
<a href="#">Contractors Assoc Of</a>	CA	\$494,054	Executive Dir.	\$110,801	<b>\$94,420</b>	2023
<a href="#">Prof Golfers Ass'n Of Amer-illinois</a>	IL	\$493,844	Executive Director	\$27,326	<b>\$25,751</b>	2024
<a href="#">Kentucky Association Of Nurse</a>	KY	\$500,802	Executive Director	\$111,493	<b>\$114,819</b>	2024
<a href="#">Society Of Utah Medical Oncologists</a>	MD	\$501,392	Board Member	\$3,000	<b>\$2,688</b>	2024
<a href="#">American Chamber Of Commerce In Kazakhstan</a>	FL	\$502,260	Executive Director	\$301,240	<b>\$271,262</b>	2024
<a href="#">Renewable Energy Vermont Inc</a>	VT	\$491,414	Executive Di	\$125,000	<b>\$120,600</b>	2024
<a href="#">Town Of Los Gatos Chamber Of Commerce</a>	CA	\$490,915	Exe Dir/secreta	\$129,465	<b>\$104,397</b>	2025
<a href="#">Regional Air Cargo Carriers</a>	MA	\$503,973	President	\$52,000	<b>\$44,791</b>	2024
<a href="#">Stockton Boulevard Partnership Inc</a>	CA	\$504,367	Executive Dir.	\$73,875	<b>\$61,147</b>	2024
<a href="#">Aerospace Futures Alliance Of Washington</a>	WA	\$489,873	Executive Director (Thru 12/23)	\$138,128	<b>\$122,042</b>	2023
<a href="#">Ashland Alliance Corporation</a>	KY	\$489,844	President	\$128,210	<b>\$135,935</b>	2023
<a href="#">West Slope Colorado Oil &amp; Gas</a>	CO	\$489,396	Executive Director	\$175,345	<b>\$161,165</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">North Texas Gay Lesbian Bisexual</a>	TX	\$489,096	President/ceo	\$92,672	<b>\$88,858</b>	2024
<a href="#">Homebuilders Association Of Jackson Inc</a>	MS	\$488,928	Executive Vice President	\$99,810	<b>\$106,555</b>	2024
<a href="#">Norfolk Area Visitors Bureau</a>	NE	\$488,924	Executive Di	\$79,596	<b>\$82,061</b>	2024
<a href="#">The Concrete Industry Board Inc</a>	NY	\$488,205	Executive Director	\$66,615	<b>\$59,405</b>	2023
<a href="#">Mississippi Association Of Nurse</a>	MS	\$506,639	Executive Director	\$120,000	<b>\$131,893</b>	2023
<a href="#">Maryville Chamber Of Commerce</a>	MO	\$506,677	Executive Director	\$58,075	<b>\$58,961</b>	2024
<a href="#">Medical Staff Of Childrens Hospital &amp;</a>	CA	\$487,290	President	\$35,000	<b>\$28,970</b>	2024
<a href="#">Visit Newberg</a>	OR	\$486,604	Executive Di	\$100,577	<b>\$89,530</b>	2024
<a href="#">Ok Center For Nonprofits Properties Okc Inc</a>	OK	\$508,138	President And Ceo	\$10,930	<b>\$11,537</b>	2024
<a href="#">Wisconsin High School Football</a>	WI	\$485,679	Executive Director	\$55,000	<b>\$53,640</b>	2025
<a href="#">Greater Piedmont Area Association</a>	VA	\$485,291	Executive Of	\$142,534	<b>\$135,815</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	529 organizations. Compensation range \$1–\$407,054; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$497,203); for reference, expenses \$391,178 and assets \$635,109.
ROLE MATCH	John M McCain, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	51 <sup>st</sup>
All sources (D + E + F), adjusted	46 <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 (John M McCain) 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 529 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,929 is reasonable (approximately the 50<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 13, 2026.