

Rogersville-hawkins Co Chamber Of Commerce Inc

Executive Director / CEO

EIN 621002079
 TN · NTEE S41
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy Barker, Executive Director / CEO** (\$76,223) against **every comparable organization** that fit the selection criteria — **322** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

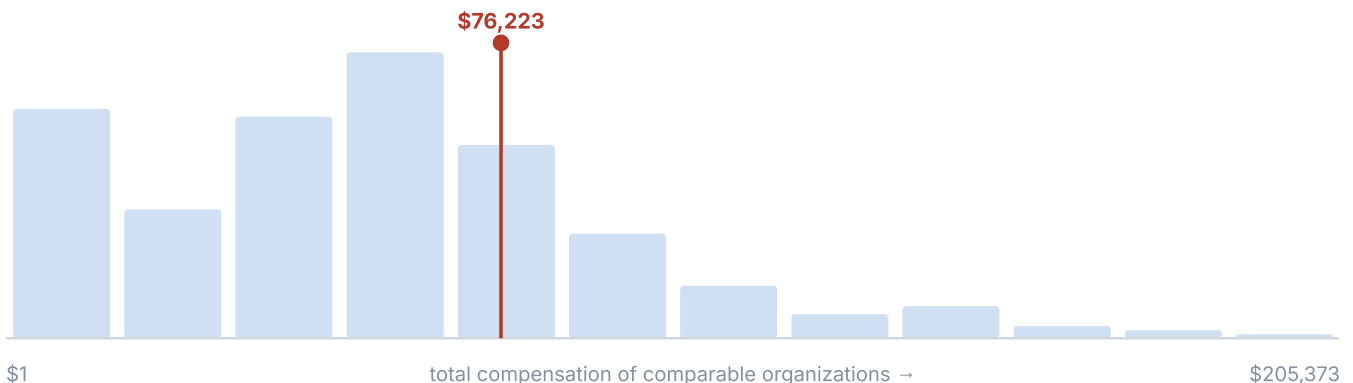
Benchmarked executive: Nancy Barker — reported title “EXEC DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

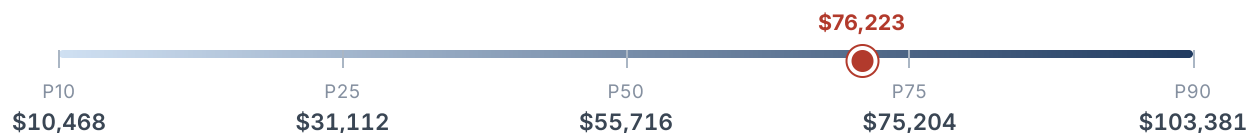
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$118,975 and \$266,364 — 0.67x to 1.50x the subject's \$177,576 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

322 organizations qualified on sector, size, and geography → **322** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,468 10TH	\$31,112 25TH	\$55,716 MEDIAN	\$75,204 75TH	\$103,381 90TH	\$76,223 THIS ORG · 76TH
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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 TN 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
Window Coverings Association Of Ame	NC	\$177,588	Ed	\$86,120	\$87,156	2023
International Federation Of Dental Hygienists	MD	\$177,618	President	\$13,900	\$12,729	2023
Dane Buy Local Inc	WI	\$177,451	Executive Di	\$15,231	\$15,580	2023
Georgia Craft Brewers Guild Inc	GA	\$177,836	Executive Di	\$78,600	\$75,186	2024
Bell Buckle Chamber Of Commerce	TN	\$178,004	President	\$6,000	\$5,845	2025
Nodaway County Economic Development Corp	MO	\$176,631	Executive Director	\$100,011	\$103,750	2023
National Black Professional Lobbyist Association	AL	\$178,875	Executive Director	\$32,500	\$34,389	2023
Utah Petroleum Marketers	UT	\$178,928	State Execut	\$69,000	\$67,184	2024
Greene County Economic Development Corp	IN	\$179,871	Executive Director	\$71,087	\$71,318	2024
Alexandria Bay Chamber Of Commerce Inc	NY	\$175,230	Executive Director	\$57,100	\$49,087	2024
Prescott Downtown Partnership Inc	AZ	\$174,908	Executive Dir.	\$45,175	\$41,332	2024
Small Business Council Of America Inc	GA	\$173,977	Secretary	\$9,000	\$8,864	2023
St Bernard Chamber Of Commerce	LA	\$181,286	Ceo	\$60,833	\$63,727	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Delaware Food Industry Council	DE	\$173,788	Executive Director	\$158,583	\$147,723	2024
Mountain Laurel Chamber Of Commerce	PA	\$182,329	Executive Director	\$34,798	\$33,013	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$64,663	2023
The Hundred Year Association Of Ny Inc	CT	\$182,749	President	\$35,250	\$31,443	2024
Adult Day Health Care Council Inc	NY	\$183,162	Executive Director	\$7,024	\$6,038	2024
Acec-ri American Council Of	RI	\$183,283	Executive Di	\$75,000	\$70,438	2023
Home Builders Association Of Hickory-catawba Valley Inc	NC	\$183,432	Executive Officer	\$56,782	\$57,465	2023
Butler County Medical Society	OH	\$183,653	Exec Assistant	\$15,000	\$15,114	2024
West Plains Chamber Of Commerce	WA	\$171,397	Executive Director	\$71,610	\$60,994	2024
Medical Toxicology Foundation	AZ	\$185,030	Executive Director/board M	\$39,714	\$36,336	2024
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$72,316	2023
Mosinee Area Chamber Of Commerce Inc	WI	\$169,850	Executive Director	\$61,787	\$63,202	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	322 organizations. Compensation range \$1–\$205,373; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$177,576); for reference, expenses \$176,758 and assets \$47,927.
ROLE MATCH	Nancy Barker, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	76 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	72 nd

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 (Nancy Barker) 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 322 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,223 is reasonable (approximately the 76th 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.