

Change Is Possible (Chips) Inc

Executive Director / CEO

EIN 621519383
 TN · NTEE Z99Z
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Carolyn Mcamis, Executive Director / CEO** (\$88,219) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

Benchmarked executive: Carolyn Mcamis — 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 (Z99Z).
BUDGET	Total revenue between \$320,786 and \$718,179 — 0.67x to 1.50x the subject's \$478,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

222 organizations qualified on sector, size, and geography → **222** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,038	\$39,718	\$62,732	\$88,821	\$120,896	\$88,219
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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
1807 Clinton Housing Development Fund	NY	\$480,465	President/ceo	\$50,896	\$46,238	2023
The Thirteen	DC	\$475,693	Artistic Director	\$45,500	\$40,141	2023
Seg Advanced Modeling Corporation	OK	\$473,998	Secretary	\$23,143	\$25,620	2023
Lewis H Latimer Fund Inc	NY	\$473,577	Executive Dir.	\$85,539	\$75,480	2024
Central Mediation Center	NE	\$471,494	Executive Di	\$93,403	\$98,101	2024
The June L Mazer Lesbian Archives	CA	\$467,980	Director	\$32,880	\$27,725	2024
Indian Dispute Resolution Services Inc	CA	\$490,098	Executive Dir.	\$118,429	\$102,812	2023
Palmtrail Inc	FL	\$466,887	Ceo	\$10,000	\$9,174	2024
Charles Crest Ii Corporation	CO	\$490,823	Director	\$37,575	\$35,184	2024
Fear For Breakfast	CA	\$466,639	Executive Director	\$67,835	\$57,200	2024
Hawaii Children's Cancer Foundation	HI	\$465,340	Executive Director	\$85,448	\$76,912	2023
On-ramps To Careers Inc	DC	\$464,875	Managing Director	\$100,117	\$85,793	2024
Steuben Community Properties Inc	NY	\$463,904	Executive Director	\$25,894	\$22,849	2024
Iowa Credit Union Foundation	IA	\$494,711	Executive Director	\$94,952	\$104,524	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Team Yakima Volleyball	WA	\$461,073	Executive Director	\$76,928	\$67,257	2024
Friends Of The Sharon Art Studio	CA	\$459,628	Executive Dir.	\$89,958	\$75,855	2024
San Francisco Interfaith Council	CA	\$498,656	Executive Direc	\$180,872	\$152,517	2024
Bay Area Bike Project	CA	\$458,203	Board Member	\$25,250	\$21,921	2023
Project Fit America	CA	\$499,390	Executive Dir.	\$14,400	\$12,142	2024
Seeds Of Learning	CA	\$457,240	Executive Dir.	\$94,825	\$79,959	2024
Rural Community Development Resources	WA	\$500,419	Executive Director	\$114,650	\$107,429	2022
Highline Heritage Museum	WA	\$456,861	Executive Director	\$77,956	\$68,156	2024
Hope Enterprises Foundation Inc	PA	\$501,592	President/ceo	\$11,759	\$11,156	2025
Higher Aim	NE	\$502,777	President	\$30,000	\$31,509	2024
Lundberg Association	WA	\$454,786	President	\$535,028	\$467,767	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 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 **222** organizations. Compensation range \$756–\$467,767; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$478,786); for reference, expenses \$462,806 and assets \$575,737.

ROLE MATCH	Carolyn Mcamis, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	74 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	64 th

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 (Carolyn Mcamis) 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 222 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,219 is reasonable (approximately the 74th 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.