

Chamber Of Commerce Elizabethton-carter County

Executive Director / CEO

EIN 626047765
 TN · NTEE S41Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Joy Mccray, Executive Director / CEO** (\$51,179) against **every comparable organization** that fit the selection criteria — **543** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

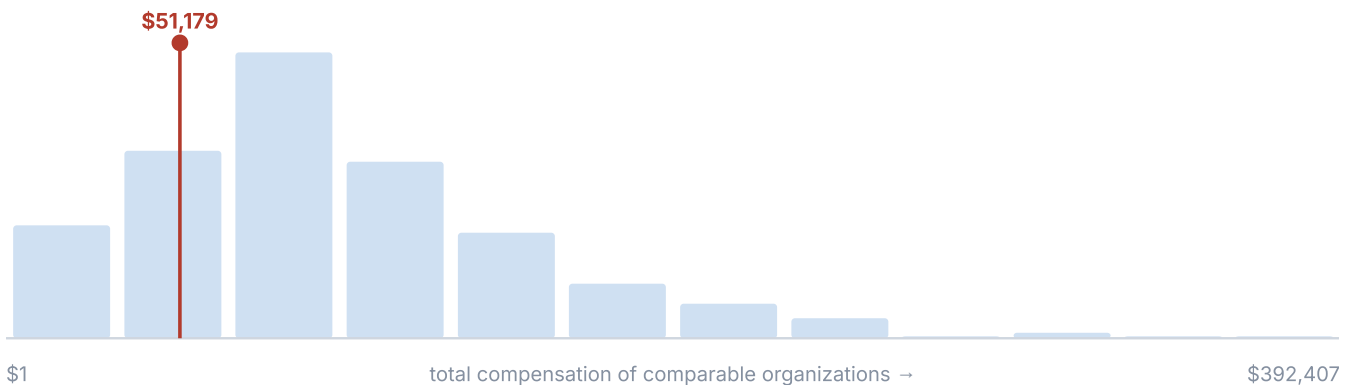
Benchmarked executive: Joy Mccray — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41Z).
BUDGET	Total revenue between \$301,068 and \$674,034 — 0.67x to 1.50x the subject's \$449,356 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

543 organizations qualified on sector, size, and geography → **543** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,482 10TH	\$57,328 25TH	\$84,448 MEDIAN	\$124,660 75TH	\$176,088 90TH	\$51,179 THIS ORG · 22ND
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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
Ripley Main Street Association Inc	MS	\$449,792	President	\$41,031	\$43,475	2023
Nacm North Central	MN	\$448,422	President	\$24,017	\$21,364	2025
Mackinac Island Tourism Bureau	MI	\$450,368	Executive Director	\$180,180	\$176,928	2023
Warren County Chamber Of Business	PA	\$450,619	President/ceo	\$110,529	\$101,852	2024
Central Valley Business Federation	CA	\$451,104	Ceo	\$158,180	\$126,216	2024
Juniata County Agricultural Society	PA	\$447,332	2nd Vice Pre	\$1,225	\$1,129	2024
Sustain Social (Fka Sustain Oc)	CA	\$451,607	President	\$256,366	\$204,561	2024
Liberty County Chamber Of Commerce Inc	GA	\$451,725	Executive Director	\$114,328	\$106,225	2024
Transportation Marketing & Sales Associa	OH	\$451,754	Executive Dir.	\$100,008	\$97,880	2024
Sisters In Crime Inc	MD	\$446,955	Executive Director	\$113,268	\$100,743	2023
American Concrete Pavement	PA	\$446,818	President	\$163,240	\$150,426	2024
International Geosynthetics Society	TX	\$452,273	Executive Director	\$55,571	\$51,367	2024
Corridor 9495 Regional Chamber Of Commerce	MA	\$446,287	President	\$126,777	\$108,381	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Wind Energy Association	CA	\$452,468	Exec Dir/sec	\$124,235	\$99,130	2024
Henderson County Economic Development Cor	KY	\$446,098	Executive Director	\$86,018	\$87,919	2023
Louisiana Casino Association Inc	LA	\$452,921	Executive Director	\$291,157	\$296,256	2024
National Association Of Fraternal	MN	\$445,224	Executive Di	\$84,460	\$77,118	2024
Edc Team Jefferson	WA	\$453,507	Executive Director	\$97,177	\$82,770	2023
European-american Chamber Of Commerce	OH	\$444,419	Executive Director - Start 06/23	\$64,545	\$65,037	2023
Energy Council	CO	\$443,784	Executive Dir.	\$90,254	\$79,971	2024
Texas Grazing Land Coalition Inc	TX	\$455,646	Executive Director	\$76,500	\$70,712	2024
National Rural Lenders Association Inc	MS	\$442,140	Executive Director	\$22,320	\$22,971	2024
Oregon Society Of Medical Oncology	WA	\$457,317	Exec V. Pres	\$162,700	\$134,604	2024
Sister Bay Advancement Association	WI	\$457,953	Comm Coordin	\$53,131	\$51,274	2024
American Concrete Pavement	NY	\$458,268	Executive Di	\$95,582	\$79,811	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 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 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	543 organizations. Compensation range \$1–\$392,407; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$449,356); for reference, expenses \$550,333 and assets \$180,914.
ROLE MATCH	Joy Mccray, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	22 nd
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	17 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 (Joy Mccray) 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 543 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,179 is reasonable (approximately the 22nd 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.