

# Boaz Chamber Of Commerce

Executive Director / CEO

EIN 630398537

AL · NTEE S41

FY ending 2024-04-30

June 10, 2026

This analysis benchmarks the total compensation of **Jill Johnson, Executive Director / CEO** (\$53,942) against **every comparable organization** that fit the selection criteria — **542** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

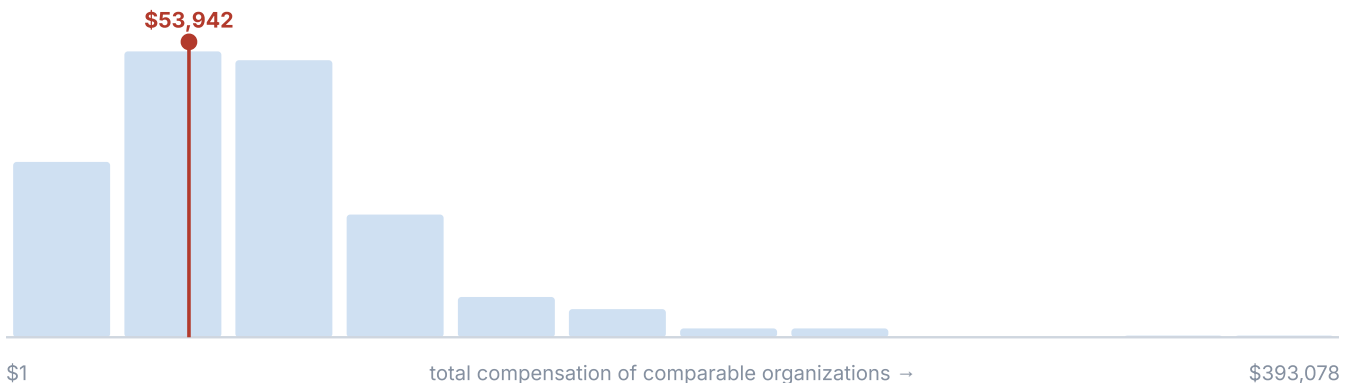
**Benchmarked executive:** Jill Johnson — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$194,617 and \$435,711 — 0.67x to 1.50x the subject's \$290,474 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**542** organizations qualified on sector, size, and geography → **542** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,539	\$41,249	\$67,014	\$94,026	\$128,848	\$53,942
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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 AL 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 Vacaville Business</a>	CA	\$290,813	Executive Dir.	\$81,415	<b>\$66,996</b>	2023
<a href="#">Slag Cement Association</a>	MI	\$289,770	Director Of Finance	\$455	<b>\$435</b>	2024
<a href="#">Wellington Chamber Of Commerce Inc</a>	FL	\$289,708	Executive Director	\$108,276	<b>\$94,153</b>	2024
<a href="#">Out Georgia Business Alliance</a>	GA	\$291,420	Executive Director	\$79,911	<b>\$76,571</b>	2023
<a href="#">Boone Area Chamber Of Commerce</a>	IA	\$289,462	Executive Dir.	\$70,409	<b>\$71,360</b>	2024
<a href="#">Accessibility Professionals Association</a>	TX	\$288,892	Executive Director	\$75,108	<b>\$71,598</b>	2023
<a href="#">Pacific Association Of Domestic</a>	CA	\$292,507	Executive Director	\$52,500	<b>\$41,963</b>	2024
<a href="#">Mason Contractors Association Of</a>	IL	\$292,630	Executive Secretary	\$190,225	<b>\$173,107</b>	2024
<a href="#">Hopewell Prince George Chamber Of Commerce</a>	VA	\$292,646	Ceo	\$80,000	<b>\$73,611</b>	2023
<a href="#">Beckley Board Of Realtors Inc</a>	WV	\$288,077	Executive Of	\$25,217	<b>\$25,273</b>	2024
<a href="#">Arizona Craft Brewers Guild Inc</a>	AZ	\$288,025	Executive Director	\$55,000	<b>\$50,408</b>	2023
<a href="#">Small Business In Transportation</a>	FL	\$287,830	President	\$75,000	<b>\$67,143</b>	2023
<a href="#">Clean Fuels Michigan</a>	MI	\$293,151	Executive Dir.	\$116,995	<b>\$111,779</b>	2024
<a href="#">Tampa Bay Trial Lawyers Association</a>	FL	\$287,622	Executive Di	\$56,000	<b>\$50,134</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Research Triangle Cleantech Cluster</a>	NC	\$293,453	Executive Dir.	\$133,976	<b>\$131,923</b>	2023
<a href="#">National Archery Buyers Association</a>	MN	\$287,339	Executive Director	\$86,210	<b>\$81,179</b>	2023
<a href="#">Motion Palpation Institute Inc</a>	OH	\$287,259	President	\$15,000	<b>\$14,706</b>	2024
<a href="#">Independent Electrical Contractors</a>	TN	\$294,020	Executive Di	\$58,019	<b>\$58,119</b>	2023
<a href="#">Chicagoland Food Inc</a>	IL	\$294,169	Executive Director	\$50,000	<b>\$45,501</b>	2024
<a href="#">International Biometrics</a>	DC	\$294,211	Managing Director	\$150,000	<b>\$125,440</b>	2023
<a href="#">Maryland Affordable Housing Coalition</a>	MD	\$294,509	Executive Director	\$138,085	<b>\$123,027</b>	2023
<a href="#">Iowa Brewers Guild</a>	IA	\$286,382	Executive Director	\$106,262	<b>\$104,922</b>	2025
<a href="#">Downtown Eugene Inc</a>	OR	\$294,786	Secretary	\$27,500	<b>\$23,030</b>	2025
<a href="#">Medicinelouisiana Inc</a>	LA	\$285,959	Executive Director	\$253,855	<b>\$258,742</b>	2024
<a href="#">Ports Association Of Louisiana</a>	LA	\$285,916	Executive Director	\$93,579	<b>\$98,198</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **542** organizations. Compensation range \$1–\$393,078; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$290,474); for reference, expenses \$298,223 and assets \$261,329.
ROLE MATCH	Jill Johnson, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	34 <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 (Jill Johnson) 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 542 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,942 is reasonable (approximately the 37<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 10, 2026.