

La Mesa Chamber Of Commerce Inc

Executive Director / CEO

EIN 711041330

CA · NTEE S41

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Mary England, Executive Director / CEO** (\$90,000) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

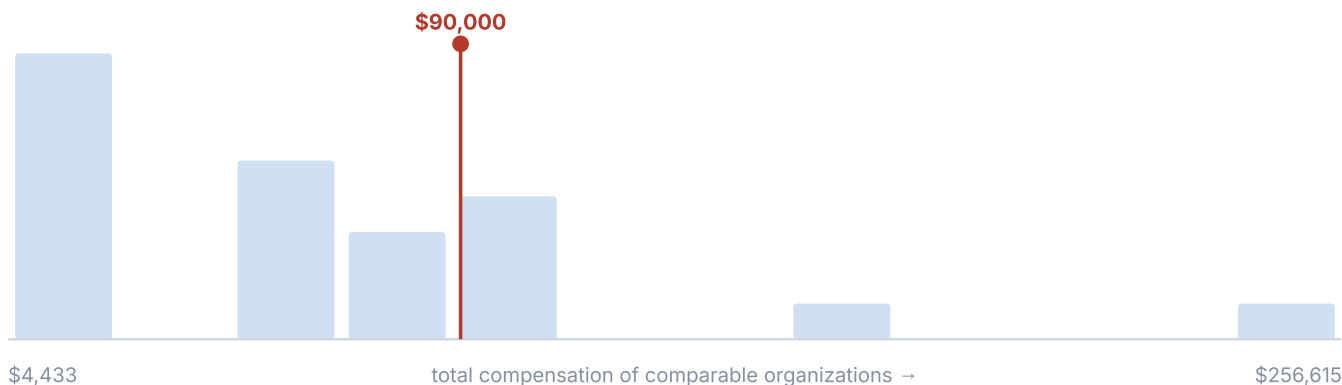
Benchmarked executive: Mary England — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$105,610 and \$236,440 — 0.67x to 1.50x the subject's \$157,627 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41) + CA + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,720	\$15,552	\$58,931	\$90,507	\$107,456	\$90,000
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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 CA 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
Medical Staff Of San Gabriel Valley Medical Center	CA	\$130,889	President/chief Of Staff	\$18,000	\$18,000	2025
The Production Music Association Inc	CA	\$129,901	Executive Dir.	\$157,663	\$161,835	2024
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$104,442	2024
Pomerado Hospital Medical Staff	CA	\$194,837	Past Chief Of Staff	\$62,000	\$65,520	2023
The Village At Sherman Oaks Inc	CA	\$198,810	Executive Director	\$12,000	\$12,681	2023
North Coast Fishermens Cable Committee	CA	\$201,795	President	\$4,319	\$4,433	2024
Lonmark International	CA	\$108,950	Executive Director	\$19,800	\$19,800	2025
Oakland Vietnamese Chamber Of Commerce	CA	\$206,602	Executive Director	\$75,000	\$76,984	2024
Fishermans Wharf Association	CA	\$206,829	President & Ceo	\$12,000	\$12,318	2024
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$54,454	2024
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$14,242	2024
Mountain Counties Water	CA	\$209,216	Executive Dir.	\$102,000	\$107,791	2023
Black Business Association Of La	CA	\$210,410	President	\$49,500	\$52,310	2023
Sonoma Alliance For Vineyards And	CA	\$212,922	Executive Dir.	\$86,996	\$91,935	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Culver City Arts District	CA	\$216,320	Executive Dir.	\$12,368	\$13,070	2023
Western Medical Center	CA	\$223,931	Chief Of Staff	\$60,000	\$63,407	2023
United Vegetable Growers Cooperative	CA	\$225,143	Ceo	\$250,000	\$256,615	2024
German American Business Assoc Of Calif	CA	\$226,244	Executive Director	\$48,692	\$49,980	2024
Secure Water Alliance	CA	\$230,595	Executive Dir.	\$90,000	\$95,110	2023
Ccidc Inc	CA	\$232,400	Executive Dir.	\$84,000	\$86,223	2024
Hemet San Jacinto Valley Chamber Of	CA	\$235,344	Executive Dir.	\$68,577	\$70,391	2024
Lakeshore Avenue Business Improvement	CA	\$235,378	Co-director	\$14,356	\$14,736	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	22 organizations. Compensation range \$4,433–\$256,615; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$157,627); for reference, expenses \$149,497 and assets \$63,698.
ROLE MATCH	Mary England, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	73 rd
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	73 rd

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 (Mary England) 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 22 similarly situated organizations (Same NTEE sector (S41) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,000 is reasonable (approximately the 73rd 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.