

Cuero Chamber Of Commerce & Agriculture

Executive Director / CEO

EIN 740553154
TX · NTEE S40
FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Angie Cuellar, Executive Director / CEO** (\$49,323) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Angie Cuellar — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

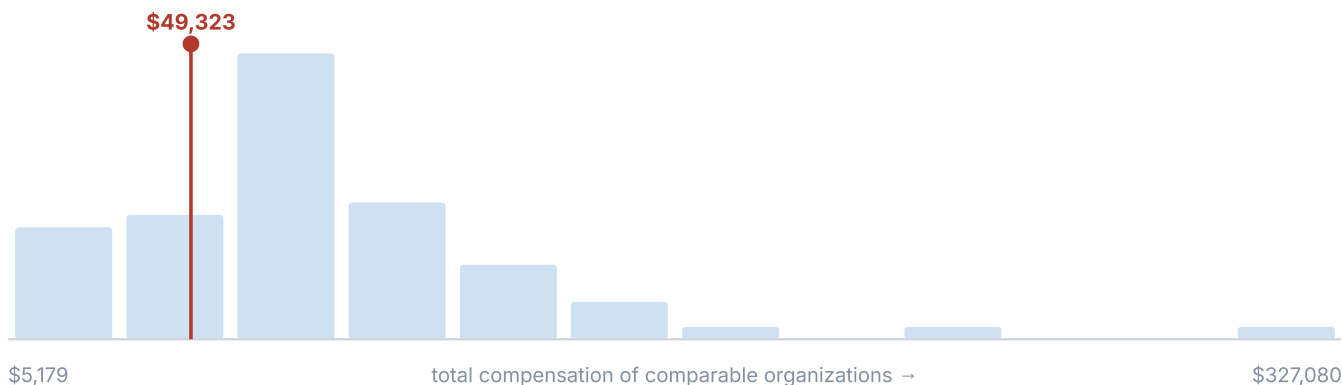
SECTOR Organizations sharing the subject's NTEE classification (S40).

BUDGET Total revenue between \$153,360 and \$343,344 — 0.67x to 1.50x the subject's \$228,896 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,440	\$52,851	\$74,004	\$102,303	\$134,730	\$49,323
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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 TX 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
Massachusetts Facilities Admin Association Inc	MA	\$229,578	Treasurer	\$11,875	\$10,668	2024
Economic Club Of Kansas City	KS	\$229,708	President And Executive Director	\$57,500	\$62,100	2024
Dakota Institute For Business And	SD	\$227,434	Ceo	\$159,655	\$181,349	2023
Automobile Dealers Association Of	KS	\$224,223	Chief Exec.	\$310,865	\$327,080	2025
Pittsburgh Region Clean Citiesinc	PA	\$235,011	Executive Di	\$53,014	\$52,851	2024
Lakeshore Realtors Association Inc	WI	\$222,401	Executive Director	\$73,405	\$76,638	2024
National Utilities Diversity Council Inc	CA	\$237,185	Executive Director	\$75,000	\$64,742	2024
Ypo Wild West Regional Chapter Inc	TX	\$237,394	Chapter Manager	\$82,875	\$85,323	2023
Hibernian Building Association Of	MA	\$218,829	Clerk	\$15,813	\$14,205	2024
Oswego Area Chamber Of Commerce	IL	\$218,743	Executive Direc	\$72,726	\$73,587	2023
North Dakota Livestock Alliance	ND	\$215,195	Executive Di	\$100,557	\$107,474	2025
South 27th Street Business	WI	\$214,468	Executive Dir.	\$66,000	\$68,907	2024
Unicoi County Chamber Of Commerce	TN	\$213,166	Executive Di	\$70,426	\$74,004	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maine Asphalt Pavement Association	ME	\$244,900	Executive Director	\$39,500	\$39,541	2024
Virginia Heartland Regional Economic Development Alliance	VA	\$245,437	Executive Director	\$24,757	\$23,281	2025
Jefferson County Tourism Commission	MO	\$245,774	Key Employee	\$61,250	\$64,853	2024
Florida Design And Construction Professionals Inc	FL	\$211,348	Co-chair	\$67,359	\$63,259	2024
Responsible Offshore Development Alliance	DC	\$211,229	Executive Director - Former	\$166,028	\$145,649	2024
Asociacion De Emprendedores	CA	\$249,560	President	\$81,977	\$72,855	2023
Massachusetts Brewers Guild Inc	MA	\$251,223	Clerk/executive Director	\$133,656	\$120,068	2024
National Tribal Gaming Commissioners	WI	\$252,445	Executive Director	\$60,000	\$64,492	2023
Tech Bloc	TX	\$203,547	Ceo	\$16,219	\$16,698	2023
Sheet Metal Contractors Association	PA	\$255,785	Executive Director	\$97,500	\$97,200	2024
Cybersecurity Association Inc	MD	\$256,137	Executive Dir.	\$85,648	\$82,413	2023
International Public Safety Institute	NH	\$201,077	Secretary/treasurer	\$54,000	\$49,846	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	65 organizations. Compensation range \$5,179–\$327,080; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$228,896); for reference, expenses \$286,471 and assets \$169,980.
ROLE MATCH	Angie Cuellar, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	23 rd
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	22 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 (Angie Cuellar) 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 65 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$49,323 is reasonable (approximately the 23rd 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.