

# Gillespie County Economic

Executive Director / CEO

This analysis benchmarks the total compensation of **Tim Lehmborg, Executive Director / CEO** (\$150,907) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Tim Lehmborg — 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 (S41).

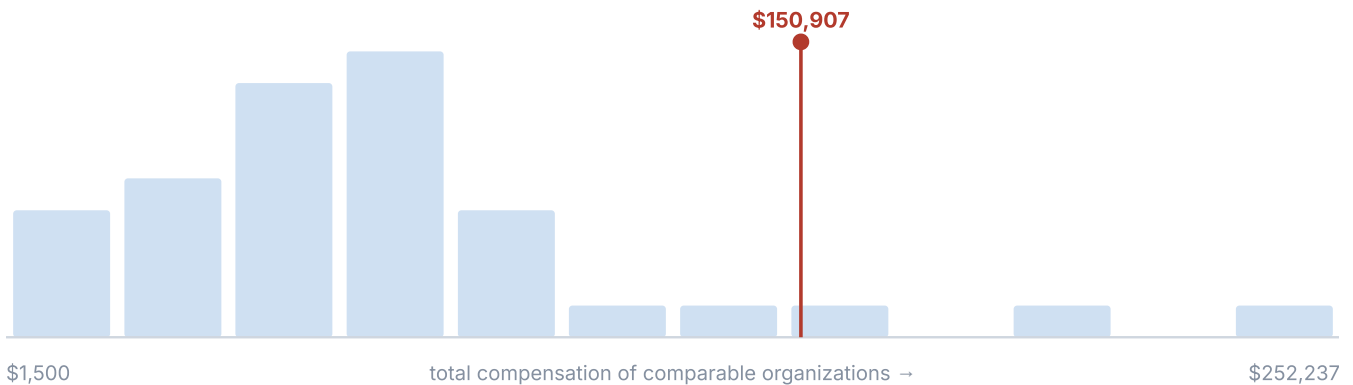
**BUDGET** Total revenue between \$177,512 and \$397,416 — 0.67x to 1.50x the subject's \$264,944 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S41) + TX + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography

→ **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,755

\$45,009

\$65,324

\$85,976

\$130,639

**\$150,907**



## ■ 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
<a href="#">South Congress Improvement Assoc</a>	TX	\$263,862	Executive Di	\$40,048	<b>\$40,048</b>	2024
<a href="#">Texas Land &amp; Mineral Owners Association</a>	TX	\$266,057	Executive Director	\$84,518	<b>\$87,014</b>	2023
<a href="#">Theatre Owners Of Mid-america</a>	TX	\$269,538	Executive Director	\$52,684	<b>\$54,240</b>	2023
<a href="#">Truckers Service Association</a>	TX	\$273,129	President	\$1,500	<b>\$1,500</b>	2024
<a href="#">Alamo Angels</a>	TX	\$250,232	Executive Director	\$16,360	<b>\$16,843</b>	2023
<a href="#">Invest Texas Council</a>	TX	\$285,000	Director	\$10,000	<b>\$10,295</b>	2023
<a href="#">Cen-tex Hispanic Chamber Of Comm</a>	TX	\$285,750	Presedent/ceo	\$75,315	<b>\$75,315</b>	2024
<a href="#">Asc Inc</a>	TX	\$241,661	Ceo	\$103,437	<b>\$103,437</b>	2024
<a href="#">Accessibility Professionals Association</a>	TX	\$288,892	Executive Director	\$75,108	<b>\$77,326</b>	2023
<a href="#">Desoto Chamber Of Commerce</a>	TX	\$232,518	Presidentceo	\$60,000	<b>\$61,772</b>	2023
<a href="#">The Texas Cotton Association</a>	TX	\$231,903	Exec Vice Pres	\$63,000	<b>\$63,000</b>	2024
<a href="#">Main Street Texarkana</a>	TX	\$229,139	Executive Dir.	\$60,320	<b>\$60,320</b>	2024
<a href="#">Orange Chamber Of Commerce</a>	TX	\$227,908	President & Ceo	\$77,218	<b>\$77,218</b>	2024
<a href="#">National Association Of Certified</a>	TX	\$216,295	Executive Dir.	\$100,000	<b>\$100,000</b>	2024
<a href="#">Texas Association Of Community Schools</a>	TX	\$319,020	Executive Director	\$157,650	<b>\$153,586</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Unitedc3 Inc</a>	TX	\$209,835	Co-executive Director	\$63,450	<b>\$65,324</b>	2023
<a href="#">Alafave Inc</a>	TX	\$209,157	Executive Director	\$54,000	<b>\$54,000</b>	2024
<a href="#">Fire Sprinkler Contractors Assoc Of Tex</a>	TX	\$321,705	Executive Director	\$42,004	<b>\$43,245</b>	2023
<a href="#">Texas Water Infrastructure Network</a>	TX	\$327,112	Executive Director	\$245,000	<b>\$252,237</b>	2023
<a href="#">Association Of Extreimity Nerve Surgeons</a>	TX	\$202,068	Director	\$53,722	<b>\$55,309</b>	2023
<a href="#">College Of Commerical Arbitrators</a>	TX	\$328,221	Executive Dir.	\$73,830	<b>\$73,830</b>	2024
<a href="#">Bulverde-spring Branch Area</a>	TX	\$330,435	President	\$56,149	<b>\$56,149</b>	2024
<a href="#">Fort Davis Chamber Of Commerce</a>	TX	\$194,789	Executive Director	\$13,770	<b>\$14,177</b>	2023
<a href="#">Burnet Chamber Of Commerce</a>	TX	\$336,993	Executive Director	\$25,161	<b>\$25,161</b>	2024
<a href="#">Camara De Comercio Hispana</a>	TX	\$187,890	Executive Di	\$24,122	<b>\$24,122</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 35 organizations. Compensation range \$1,500–\$252,237; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$264,944); for reference, expenses \$231,329 and assets \$149,521.

ROLE MATCH	Tim Lehmborg, reported title "EXECUTIVE DIRECTOR", 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	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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Tim Lehmborg) 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 35 similarly situated organizations (Same NTEE sector (S41) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$150,907 is reasonable (approximately the 91<sup>st</sup> 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.