

# Temple Business League

Executive Director / CEO

EIN 742802566

TX · NTEE S41

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Terri Matthew, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Terri Matthew — 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).

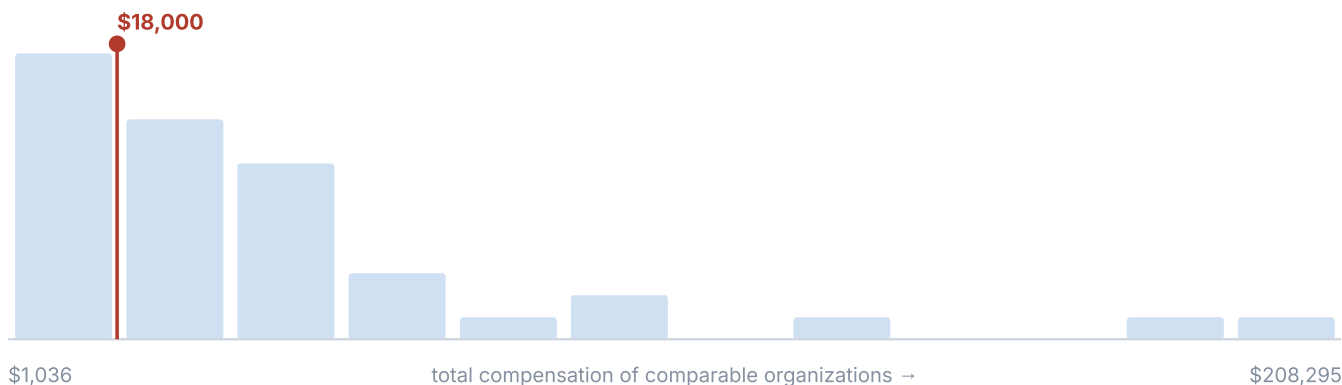
**BUDGET** Total revenue between \$40,401 and \$90,450 — 0.67x to 1.50x the subject's \$60,300 (the band tightens as size grows).

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

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

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,184	\$16,421	\$26,272	\$47,598	\$90,531	\$18,000
---------	----------	----------	----------	----------	----------



## ■ 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="#">Professional Medical Staff Memorial Hospital Of Gardena</a>	CA	\$60,466	Chief Executive Officer	\$1,200	<b>\$1,036</b>	2024
<a href="#">Mifflinburg Heritage &amp; Revitalization Assoc Inc</a>	PA	\$60,502	Executive Director	\$16,800	<b>\$16,748</b>	2024
<a href="#">Ketchikan Charr Inc</a>	AK	\$61,418	President	\$8,700	<b>\$8,315</b>	2024
<a href="#">Salina Community Economic Development</a>	KS	\$58,841	Executive Director	\$174,052	<b>\$187,976</b>	2024
<a href="#">Seaside Downtown Development Association</a>	OR	\$62,351	Executive Director	\$46,344	<b>\$43,024</b>	2024
<a href="#">Quad City Association Of Finishing</a>	IA	\$64,036	Executive Director	\$37,724	<b>\$42,512</b>	2023
<a href="#">Tama Toledo Area Chamber Of Commerc</a>	IA	\$64,262	Secretary/co	\$17,956	<b>\$19,655</b>	2024
<a href="#">Ste Genevieve Chamber Of Commerce</a>	MO	\$56,211	Exec Directo	\$59,169	<b>\$61,035</b>	2025
<a href="#">American Ismaili Chamber Of Commerc</a>	TX	\$54,118	Assistant Di	\$95,000	<b>\$97,806</b>	2023
<a href="#">International Heavy Haul</a>	VA	\$54,091	Ceo	\$23,550	<b>\$22,731</b>	2024
<a href="#">Greater Haines Chamber Of Commerce</a>	AK	\$54,003	Executive Director	\$29,812	<b>\$30,537</b>	2022
<a href="#">Virginia Society Of Professional</a>	VA	\$52,347	Cfo	\$16,500	<b>\$15,927</b>	2024
<a href="#">Whitetail Deer Farmers Of Ohio Inc</a>	OH	\$72,034	Executive Director	\$36,000	<b>\$39,243</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">International Forum On Ansi-41 Standards Technology</a>	MD	\$72,158	Secretariat	\$96,000	<b>\$89,723</b>	2024
<a href="#">Aerox</a>	NC	\$73,124	President & Director	\$195,867	<b>\$208,295</b>	2023
<a href="#">Certification Institute</a>	AR	\$73,200	President	\$12,828	<b>\$14,415</b>	2024
<a href="#">Parking Industry Institute</a>	DC	\$73,664	Secretary/treasurer/exec Dir	\$41,845	<b>\$35,762</b>	2025
<a href="#">Springerville Eagar Regional Chamber Of Commerce</a>	AZ	\$46,277	Executive Director	\$19,597	<b>\$18,356</b>	2025
<a href="#">Indiana Pawnbrokers Association Inc</a>	IN	\$74,862	Executive Director	\$21,000	<b>\$22,792</b>	2023
<a href="#">Memphis &amp; Shelby Co Vet Med Assn Inc</a>	TN	\$74,916	Executive Director	\$24,000	<b>\$25,219</b>	2024
<a href="#">Crab Boat Owners Association</a>	CA	\$45,091	Treasurer	\$4,000	<b>\$3,453</b>	2024
<a href="#">Brewster Chamber Of Commerce</a>	NY	\$44,893	Executive Di	\$18,360	<b>\$16,585</b>	2024
<a href="#">Southwest Veterans Chamber Of Commerce</a>	AZ	\$76,695	Executive Dir.	\$26,791	<b>\$25,758</b>	2024
<a href="#">Us Kimberley Process Authority Institute</a>	NY	\$43,150	Executive Director	\$24,996	<b>\$22,580</b>	2024
<a href="#">The Hispanic Chamber Of Commerce Of Grand Prairie</a>	TX	\$77,773	President	\$7,000	<b>\$7,000</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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	40 organizations. Compensation range \$1,036–\$208,295; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$60,300); for reference, expenses \$45,457 and assets \$87,365.
ROLE MATCH	Terri Matthew, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Terri Matthew) 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 40 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 33<sup>rd</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 10, 2026.