

Greater East Dallas Chamber Of Commerce

Executive Director / CEO

EIN 752687067
 TX · NTEE S41
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Deborah Brown, Executive Director / CEO** (\$39,900) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

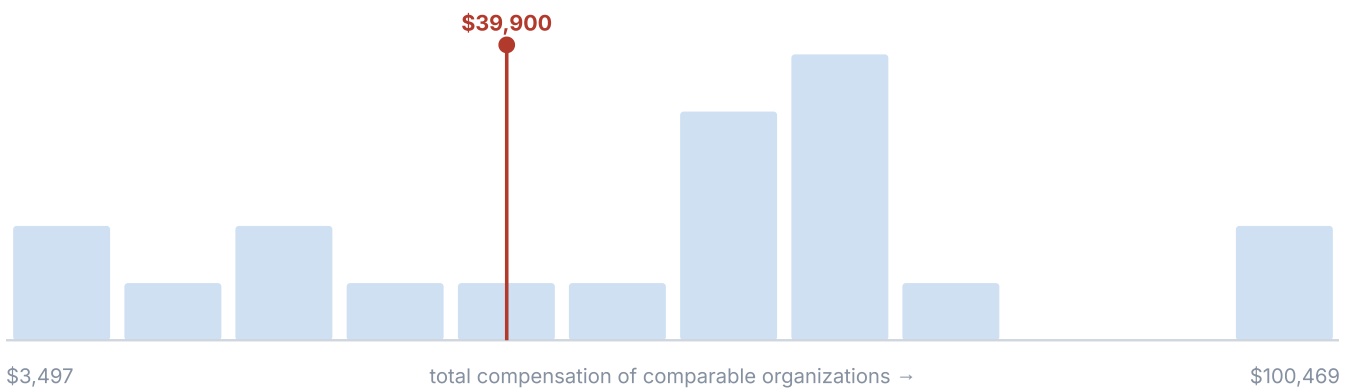
Benchmarked executive: Deborah Brown — reported title “Executive Staff”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

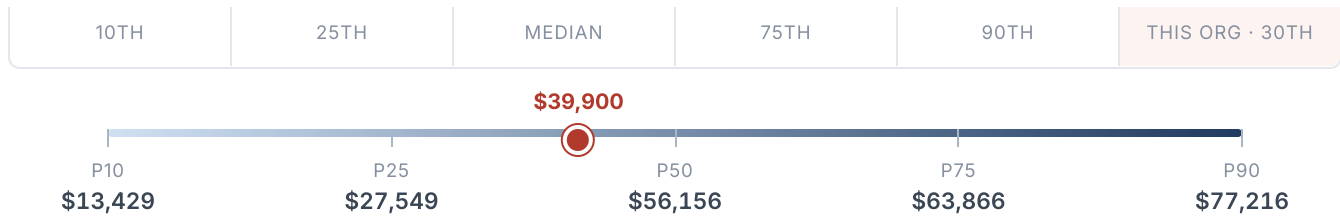
- SECTOR** Organizations sharing the subject's NTEE classification (S41).
- BUDGET** Total revenue between \$108,992 and \$244,012 — 0.67x to 1.50x the subject's \$162,675 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S41) + TX + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,429	\$27,549	\$56,156	\$63,866	\$77,216	\$39,900
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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
Texas Alternative Investments Association Inc	TX	\$163,149	Secretary	\$10,661	\$10,355	2024
Ellinger Chamber Of Commerce	TX	\$161,046	Director	\$3,600	\$3,497	2024
The Colony Chamber Of Commerce Inc	TX	\$160,967	Executive Director	\$26,890	\$26,119	2024
Lower Rio Grande Valley Chapter Of	TX	\$160,611	Executive Di	\$65,114	\$65,114	2023
Texas Organization Of Residential Care Homes	TX	\$167,246	Secretary	\$61,962	\$60,184	2024
Brazoria County Hispanic Chamber Of Commerce	TX	\$168,188	President	\$50,601	\$49,149	2024
International Association Of Venue	TX	\$157,024	President & Ceo	\$28,854	\$28,026	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$66,000	2023
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$23,430	2024
Fort Davis Chamber Of Commerce	TX	\$194,789	Executive Director	\$13,770	\$13,770	2023
Commonwealth Business Travel Group Inc	TX	\$128,868	Executive Director	\$40,788	\$40,788	2023
Association Of Extreimity Nerve Surgeons	TX	\$202,068	Director	\$53,722	\$53,722	2023
Alafave Inc	TX	\$209,157	Executive Director	\$54,000	\$52,451	2024
Unitedc3 Inc	TX	\$209,835	Co-executive Director	\$63,450	\$63,450	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Association Of Certified	TX	\$216,295	Executive Dir.	\$100,000	\$97,131	2024
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$75,003	2024
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$58,589	2024
The Texas Cotton Association	TX	\$231,903	Exec Vice Pres	\$63,000	\$61,193	2024
Desoto Chamber Of Commerce	TX	\$232,518	Presidentceo	\$60,000	\$60,000	2023
Asc Inc	TX	\$241,661	Ceo	\$103,437	\$100,469	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 2023 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 20 organizations. Compensation range \$3,497–\$100,469; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$162,675); for reference, expenses \$155,068 and assets \$302,198.

ROLE MATCH Deborah Brown, reported title "*Executive Staff*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	30th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	25 th

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 (Deborah Brown) 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 20 similarly situated organizations (Same NTEE sector (S41) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,900 is reasonable (approximately the 30th 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.