

American Indian Chamber Of Commerce

Executive Director / CEO

EIN 850469379

NM · NTEE S80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marvis Aragon, Executive Director / CEO** (\$58,706) against **every comparable organization** that fit the selection criteria — **106** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

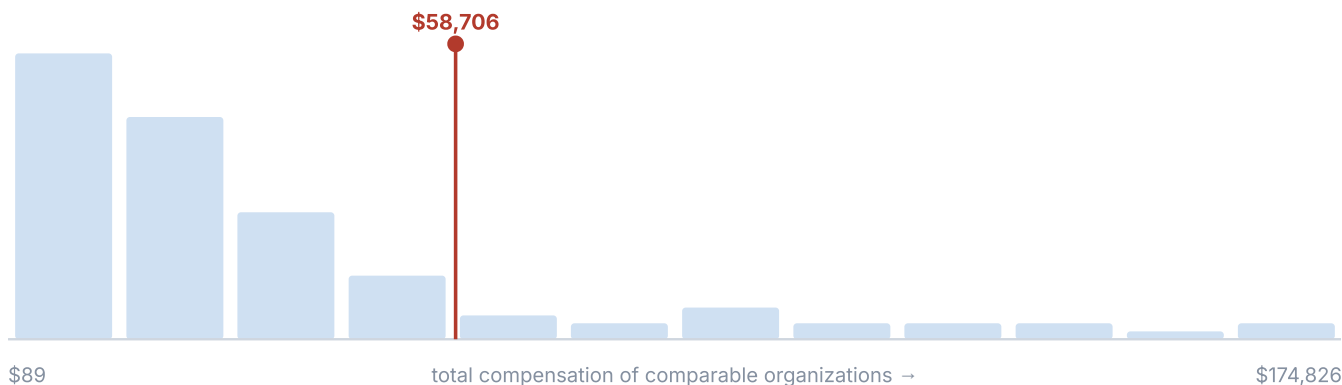
Benchmarked executive: Marvis Aragon — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$30,582 and \$68,469 — 0.67x to 1.50x the subject's \$45,646 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

106 organizations qualified on sector, size, and geography → **106** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,423	\$10,697	\$21,071	\$43,353	\$90,442	\$58,706
---------	----------	----------	----------	----------	----------



■ 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 NM 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
Mercy Housing California Family	CO	\$45,517	President	\$22,009	\$19,621	2024
Dewitt County Development Council	IL	\$45,776	Executive Dir.	\$42,470	\$37,819	2025
Crab Boat Owners Association	CA	\$45,091	Treasurer	\$4,000	\$3,211	2024
Springerville Eagar Regional Chamber Of Commerce	AZ	\$46,277	Executive Director	\$19,597	\$17,071	2025
Brewster Chamber Of Commerce	NY	\$44,893	Executive Di	\$18,360	\$15,425	2024
Galion Masonic Temple Company	OH	\$44,703	Maintenance	\$7,200	\$7,090	2024
Citizens Investment Collaboration On	IN	\$44,651	President / Chair And Director	\$5,414	\$5,465	2023
Oasis Christian Community Development Co	IN	\$44,206	President And Executive Director	\$70,577	\$69,199	2024
Int'l Assn Of Lions New York Mills	MN	\$47,119	Gambling Man	\$9,000	\$8,268	2024
Riverfront Land Inc	CT	\$47,477	President	\$5,405	\$4,851	2023
Lazear Domestic Water Co	CO	\$47,722	Secretary-treasurer	\$2,400	\$2,140	2024
Public Facilities For The City Of	SC	\$43,516	President	\$74,700	\$74,596	2023
Northstar Property Corporation Of Pa	PA	\$47,963	Member	\$7,401	\$6,862	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Central Economic Development	MN	\$43,285	Vice Chair	\$100	\$89	2025
Madrone Community Development Foundation	CA	\$48,054	President	\$33,750	\$27,096	2024
Us Kimberley Process Authority Institute	NY	\$43,150	Executive Director	\$24,996	\$21,000	2024
Delta Sigma Phi Title Holding Company	IN	\$48,287	Executive Director	\$30,845	\$30,243	2024
Heat Danceline Incorporated	CA	\$48,680	Chief Executive Officer	\$1,800	\$1,445	2024
Corryville Community Development	OH	\$48,782	Executive Director (Until 3/31/23)	\$104,977	\$106,430	2023
Toledo Area Chamber Foundation	OH	\$42,152	Treasurer/secretary	\$32,887	\$32,385	2024
United Vision For Idaho Inc	ID	\$42,000	Executive Director	\$135,000	\$133,523	2024
Barnesville Community Foundation	OH	\$41,631	Treasurer	\$2,250	\$2,216	2024
Arbac Properties Inc	LA	\$41,388	President	\$17,281	\$18,214	2023
Downtown Redevelopment Authority	KY	\$41,329	Executive Di	\$42,380	\$42,333	2024
Caldwell 2020 Inc	NC	\$50,000	President & Ceo	\$46,200	\$43,239	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	106 organizations. Compensation range \$89–\$174,826; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$45,646); for reference, expenses \$146,506 and assets \$39,149. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Marvis Aragon, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	83 rd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	54 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 (Marvis Aragon) 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 106 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$58,706 is reasonable (approximately the 83rd 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.