

# Springerville Eagar Regional Chamber Of Commerce

Executive Director / CEO

EIN 860229882

AZ · NTEE S41

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Christensen, Executive Director / CEO** (\$19,597) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rebecca Christensen — 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).

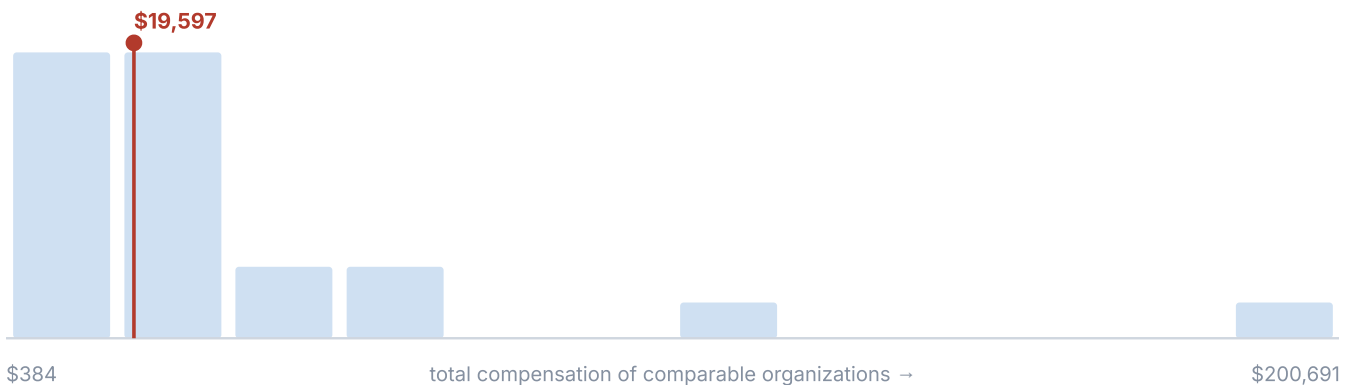
**BUDGET** Total revenue between \$31,005 and \$69,415 — 0.67x to 1.50x the subject's \$46,277 (the band tightens as size grows).

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

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

→ **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$1,364</b> 10TH	<b>\$13,286</b> 25TH	<b>\$19,056</b> MEDIAN	<b>\$42,192</b> 75TH	<b>\$65,106</b> 90TH	<b>\$19,597</b> THIS ORG · 55TH
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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 AZ 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="#">Crab Boat Owners Association</a>	CA	\$45,091	Treasurer	\$4,000	<b>\$3,687</b>	2024
<a href="#">Brewster Chamber Of Commerce</a>	NY	\$44,893	Executive Di	\$18,360	<b>\$17,708</b>	2024
<a href="#">Us Kimberley Process Authority Institute</a>	NY	\$43,150	Executive Director	\$24,996	<b>\$24,107</b>	2024
<a href="#">1934 Coalition</a>	OH	\$40,934	Executive Director	\$10,969	<b>\$12,400</b>	2024
<a href="#">Virginia Society Of Professional</a>	VA	\$52,347	Cfo	\$16,500	<b>\$17,004</b>	2024
<a href="#">Columbian Volunteer Fire Department Of Dorranceton</a>	PA	\$40,076	President	\$350	<b>\$384</b>	2023
<a href="#">Greater Haines Chamber Of Commerce</a>	AK	\$54,003	Executive Director	\$29,812	<b>\$32,603</b>	2022
<a href="#">International Heavy Haul</a>	VA	\$54,091	Ceo	\$23,550	<b>\$24,269</b>	2024
<a href="#">American Ismaili Chamber Of Commerc</a>	TX	\$54,118	Assistant Di	\$95,000	<b>\$104,422</b>	2023
<a href="#">Cmea The Employers Association Inc</a>	MA	\$37,835	Treasurer	\$19,700	<b>\$18,894</b>	2024
<a href="#">Building Inspectors Association</a>	WI	\$37,519	President/website Mgr	\$599	<b>\$687</b>	2023
<a href="#">Ste Genevieve Chamber Of Commerce</a>	MO	\$56,211	Exec Directo	\$59,169	<b>\$65,163</b>	2025
<a href="#">Austin Commission On Sports</a>	TX	\$36,215	President & Ceo-ac&vb	\$60,495	<b>\$64,588</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Salina Community Economic Development</a>	KS	\$58,841	Executive Director	\$174,052	<b>\$200,691</b>	2024
<a href="#">Orleans County Chamber Of Commerce Inc</a>	NY	\$33,475	Executive Dir.	\$16,530	<b>\$15,942</b>	2024
<a href="#">Temple Business League</a>	TX	\$60,300	Executive Director	\$18,000	<b>\$19,217</b>	2024
<a href="#">Professional Medical Staff Memorial Hospital Of Gardena</a>	CA	\$60,466	Chief Executive Officer	\$1,200	<b>\$1,106</b>	2024
<a href="#">Mifflinburg Heritage &amp; Revitalization Assoc Inc</a>	PA	\$60,502	Executive Director	\$16,800	<b>\$17,882</b>	2024
<a href="#">Ketchikan Charr Inc</a>	AK	\$61,418	President	\$8,700	<b>\$8,877</b>	2024
<a href="#">Seaside Downtown Development Association</a>	OR	\$62,351	Executive Director	\$46,344	<b>\$45,934</b>	2024
<a href="#">Quad City Association Of Finishing</a>	IA	\$64,036	Executive Director	\$37,724	<b>\$45,388</b>	2023
<a href="#">Tama Toledo Area Chamber Of Commerc</a>	IA	\$64,262	Secretary/co	\$17,956	<b>\$20,984</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2025 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 AZ 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** 22 organizations. Compensation range \$384–\$200,691; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$46,277); for reference, expenses \$125,001 and assets \$84,673. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Rebecca Christensen, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Rebecca Christensen) 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 22 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,597 is reasonable (approximately the 55<sup>th</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.