

Spanish Fork Area Chamber Of Commer

Executive Director / CEO

EIN 870455815

UT · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Leavitt, Executive Director / CEO** (\$52,816) against **every comparable organization** that fit the selection criteria — **489** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

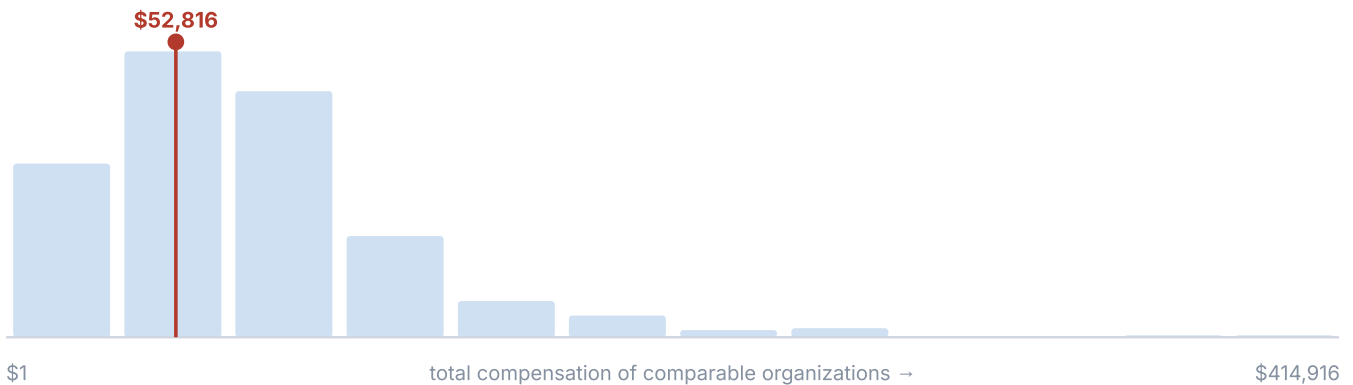
Benchmarked executive: Kathleen Leavitt — reported title “PRESIDENT - CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$167,530 and \$375,069 — 0.67x to 1.50x the subject's \$250,046 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

489 organizations qualified on sector, size, and geography → **489** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,523	\$41,504	\$67,269	\$96,513	\$132,136	\$52,816
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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 UT 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
State Business Executives	VA	\$250,000	President & Ceo	\$121,500	\$114,623	2024
Minnesota County Engineers Assoc	MN	\$250,176	President	\$1,200	\$1,159	2024
Alamo Angels	TX	\$250,232	Executive Director	\$16,360	\$16,462	2023
City Of Linden District Management Corp	NJ	\$250,340	Office Manager	\$42,000	\$35,694	2025
Midwestern Ohio Association Of Real	OH	\$249,693	Executive Di	\$60,124	\$62,220	2024
Littleton Business Chamber Inc	CO	\$250,452	Executive Director	\$84,211	\$76,862	2025
Rexburg Chamber Of Commerce	ID	\$250,476	Ceo	\$40,000	\$41,575	2024
Arlington Chamber Of Commerce	TN	\$249,497	Executive Director	\$68,835	\$68,873	2025
Northern Cincinnati Chamber Of Commerce	OH	\$249,242	Former Chamber President	\$72,500	\$77,243	2023
Washington Brewers Guild	WA	\$250,879	Executive Director	\$87,265	\$78,592	2023
Heights In Progress Inc	NJ	\$250,926	President	\$32,100	\$28,003	2024
Retail Grocers Association Of	KS	\$248,888	President/ceo	\$35,751	\$37,737	2024
Cuyahoga County Mayors And City Managers Association	OH	\$251,263	Executive Director	\$73,132	\$75,681	2024
Barnesville Chamber Of Commerce	OH	\$248,591	Director	\$35,318	\$36,549	2024
Utah Tech Leads Association	UT	\$251,663	President & Ceo	\$113,750	\$121,911	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cape Girardeau County Board Of Realtors	MO	\$252,056	Executive Dir.	\$56,395	\$58,361	2024
Northshore Business Council	LA	\$247,732	Executive Director (1/1 - 7/31)	\$34,335	\$36,940	2024
National Association Of Wine Retailers	CA	\$247,521	Executive Director	\$79,175	\$66,800	2024
Altoona Area Chamber Of Commerce	IA	\$247,484	Executive Vp	\$68,315	\$75,244	2023
Medical Staff Of Doctors Medical Center	CA	\$247,482	Chief Of Staff	\$48,000	\$41,694	2023
Phcc Educational Foundation	CA	\$252,617	Ceo	\$13,059	\$11,343	2023
Central Missouri Building Industries Asn	MO	\$252,712	Executive Dir.	\$51,262	\$54,616	2023
Fairfield Chamber Of Commerce Inc	CT	\$252,976	President	\$97,415	\$89,242	2024
The St Mary Chamber Of Commerce	LA	\$246,552	President	\$45,868	\$49,348	2024
Aspen Sister Cities Program Inc	CO	\$253,571	President	\$800	\$750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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 **489** organizations. Compensation range \$1–\$414,916; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$250,046); for reference, expenses \$253,358 and assets \$56,477.
ROLE MATCH	Kathleen Leavitt, reported title "PRESIDENT - CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	22 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	34 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	31 st

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 (Kathleen Leavitt) 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 489 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,816 is reasonable (approximately the 34th 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.