

Bothell Kenmore Chamber Of Commerce

Executive Director / CEO

EIN 870718434
 WA · NTEE S41
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Danah Abarr, Executive Director / CEO** (\$68,125) against **every comparable organization** that fit the selection criteria — **533** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

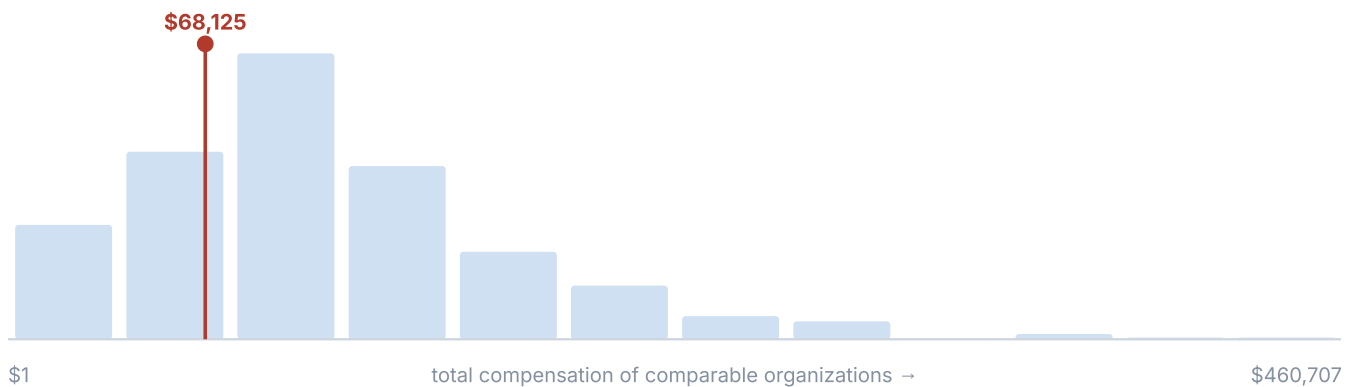
Benchmarked executive: Danah Abarr — reported title “FORMER EXEC”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$279,128 and \$624,913 — 0.67x to 1.50x the subject's \$416,609 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

533 organizations qualified on sector, size, and geography → **533** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,481	\$63,953	\$96,162	\$139,392	\$201,013	\$68,125
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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 WA 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
International Thriller Writers Inc	OH	\$416,901	Exec Directo	\$103,615	\$119,060	2024
East Parker County Chamber Of Commerce	TX	\$416,219	President/ceo	\$88,610	\$96,162	2024
Ingleside Chamber Of Commerce	TX	\$417,508	Director	\$50,000	\$54,262	2024
Isri Services Corporation	DC	\$417,617	Isri President Designee	\$43,055	\$40,990	2024
De Soto Chamber Of Commerce Inc	KS	\$417,821	President	\$61,959	\$72,618	2024
Mountain Brook Chamber Of Commerce Inc	AL	\$415,379	Executive Director (Left June 2024)	\$122,496	\$143,572	2024
Medical Staff Of University Of	CA	\$414,604	President	\$48,000	\$44,967	2024
Greater Pocatello Convention &	ID	\$419,333	Chair	\$97,644	\$112,691	2024
Construction Industry Progress Fund	AK	\$419,504	Executive Director	\$33,091	\$35,336	2023
International Serum Industry Association	CA	\$420,217	Ceo	\$124,615	\$116,740	2024
Airport Restaurant & Retail Association	IL	\$421,000	Executive Director	\$249,874	\$266,509	2024
Gbx Global	CA	\$421,070	Executive Di	\$37,394	\$36,066	2023
Medical Staff Of Newark Beth Israel	NJ	\$421,376	President	\$12,500	\$12,108	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Association Of Travel	WI	\$411,841	Executive Director Thru June	\$70,562	\$79,949	2024
Vineland Downtown Improvement District Management Corporation	NJ	\$411,178	Executive Director	\$83,239	\$80,628	2024
Healthcare Laundry Accreditation Council	SD	\$410,762	Executive Director	\$144,260	\$172,726	2024
Venango County Fair Inc	PA	\$409,736	Treasurer	\$12,180	\$13,178	2024
Blue Valley Farm Show Inc	PA	\$409,333	President	\$2,119	\$2,292	2024
The Circuit	OH	\$424,129	Executive Director	\$50,521	\$59,767	2023
Usa Sprinkler Fitter Business	FL	\$424,274	Director - Past	\$500	\$510	2024
Utah Plumbing & Heating Contractors	UT	\$408,455	Executive Director	\$79,080	\$87,807	2024
Heart Of The Valley Chamber Of Commerce	WI	\$408,215	Executive Dir.	\$96,290	\$106,287	2025
Lawrence County Tourist Promotion Agency Inc	PA	\$425,020	Executive Director	\$77,185	\$83,506	2024
Anderson Valley Winegrowers Association Inc	CA	\$408,095	Executive Director	\$98,601	\$92,370	2024
90 Minds Inc	CA	\$425,280	Executive Director	\$94,300	\$88,341	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	533 organizations. Compensation range \$1–\$460,707; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$416,609); for reference, expenses \$468,258 and assets \$63,512.
ROLE MATCH	Danah Abarr, reported title "FORMER EXEC", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	27 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	23 rd

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 (Danah Abarr) 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 533 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,125 is reasonable (approximately the 27th 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.