

Hibernian Building Association Of

Executive Director / CEO

EIN 900855249

MA · NTEE S40

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Tardiff, Executive Director / CEO** (\$15,813) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

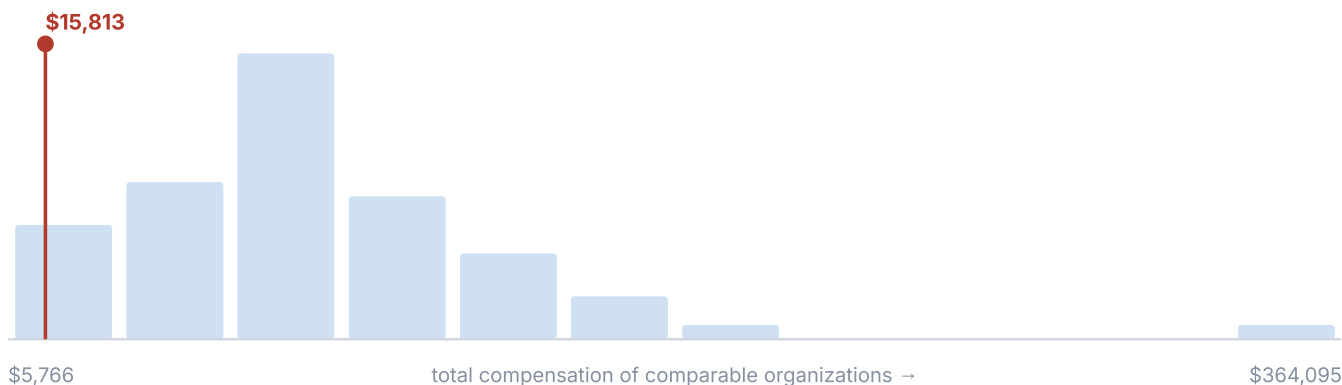
Benchmarked executive: Thomas Tardiff — reported title "CLERK", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$146,615 and \$328,243 — 0.67x to 1.50x the subject's \$218,829 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,829	\$55,342	\$82,147	\$114,689	\$144,469	\$15,813
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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 MA 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
Oswego Area Chamber Of Commerce	IL	\$218,743	Executive Direc	\$72,726	\$81,915	2023
Lakeshore Realtors Association Inc	WI	\$222,401	Executive Director	\$73,405	\$85,311	2024
North Dakota Livestock Alliance	ND	\$215,195	Executive Di	\$100,557	\$119,637	2025
South 27th Street Business	WI	\$214,468	Executive Dir.	\$66,000	\$76,705	2024
Automobile Dealers Association Of	KS	\$224,223	Chief Exec.	\$310,865	\$364,095	2025
Unicoi County Chamber Of Commerce	TN	\$213,166	Executive Di	\$70,426	\$82,379	2024
Florida Design And Construction Professionals Inc	FL	\$211,348	Co-chair	\$67,359	\$70,418	2024
Responsible Offshore Development Alliance	DC	\$211,229	Executive Director - Former	\$166,028	\$162,132	2024
Dakota Institute For Business And	SD	\$227,434	Ceo	\$159,655	\$201,872	2023
Cuero Chamber Of Commerce & Agriculture	TX	\$228,896	Executive Director	\$49,323	\$54,905	2024
Massachusetts Facilities Admin Association Inc	MA	\$229,578	Treasurer	\$11,875	\$11,875	2024
Economic Club Of Kansas City	KS	\$229,708	President And Executive Director	\$57,500	\$69,128	2024
Tech Bloc	TX	\$203,547	Ceo	\$16,219	\$18,588	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pittsburgh Region Clean Citiesinc	PA	\$235,011	Executive Di	\$53,014	\$58,832	2024
International Public Safety Institute	NH	\$201,077	Secretary/treasurer	\$54,000	\$55,487	2024
National Utilities Diversity Council Inc	CA	\$237,185	Executive Director	\$75,000	\$72,069	2024
Ypo Wild West Regional Chapter Inc	TX	\$237,394	Chapter Manager	\$82,875	\$94,979	2023
Maine Asphalt Pavement Association	ME	\$244,900	Executive Director	\$39,500	\$44,015	2024
Virginia Heartland Regional Economic Development Alliance	VA	\$245,437	Executive Director	\$24,757	\$25,915	2025
Jefferson County Tourism Commission	MO	\$245,774	Key Employee	\$61,250	\$72,192	2024
Florida Justice Association	FL	\$190,296	President/secretary	\$18,495	\$19,335	2024
Asociacion De Emprendedores	CA	\$249,560	President	\$81,977	\$81,100	2023
Egyptian Association Of Plumbing	IL	\$187,230	Executive Di	\$32,250	\$35,283	2024
Massachusetts Brewers Guild Inc	MA	\$251,223	Clerk/executive Director	\$133,656	\$133,656	2024
Better Business Bureau Education	NE	\$185,980	President/ceo	\$102,708	\$126,563	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	60 organizations. Compensation range \$5,766–\$364,095; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$218,829); for reference, expenses \$250,265 and assets \$92,232.
ROLE MATCH	Thomas Tardiff, reported title "CLERK", 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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	5 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 (Thomas Tardiff) 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 60 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$15,813 is reasonable (approximately the 5th 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.