

# Mill Creek Chamber Of Commerce

Executive Director / CEO

EIN 911852335

WA · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **William L Temple, Executive Director / CEO** (\$4,860) against **every comparable organization** that fit the selection criteria — **224** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

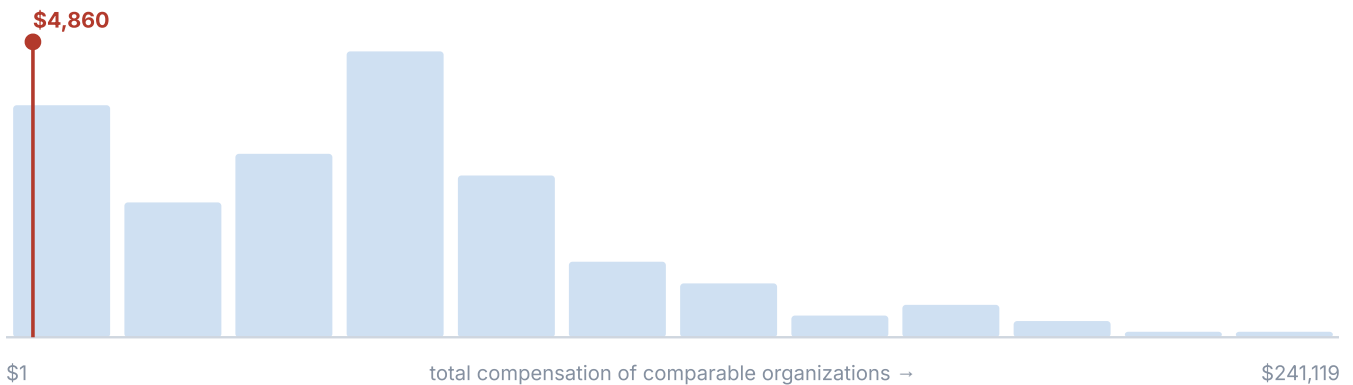
**Benchmarked executive:** William L Temple — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$102,858 and \$230,280 — 0.67x to 1.50x the subject's \$153,520 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

**224** organizations qualified on sector, size, and geography → **224** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,912	\$32,105	\$62,615	\$86,302	\$123,067	\$4,860
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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
<a href="#">Chamber Of Commerce Of Kearney</a>	MO	\$153,676	Executive Director	\$51,200	<b>\$62,359</b>	2023
<a href="#">Springfield Realtors</a>	OR	\$154,310	Association Executive	\$39,252	<b>\$41,916</b>	2023
<a href="#">Bensalem Economic Development</a>	PA	\$152,640	Board Of Director	\$78,766	<b>\$87,733</b>	2024
<a href="#">Clarinda Economic Development Corp</a>	IA	\$151,058	Executive Director	\$80,504	<b>\$95,917</b>	2025
<a href="#">Metals Affordability Initiative</a>	IN	\$156,000	Sec/treas/di	\$10,200	<b>\$12,369</b>	2023
<a href="#">Grand Rapids New Car Dealers Association</a>	MI	\$150,255	Management	\$27,500	<b>\$31,704</b>	2024
<a href="#">Southeastern Ohio Education Association</a>	OH	\$156,982	Executive Director	\$15,625	<b>\$18,484</b>	2024
<a href="#">International Association Of Venue</a>	TX	\$157,024	President & Ceo	\$28,854	<b>\$32,238</b>	2024
<a href="#">Mechanical Contractors Association Of</a>	IA	\$149,982	Executive Director	\$99,418	<b>\$125,177</b>	2023
<a href="#">Wadena Chamber Of Commerce</a>	MN	\$157,268	Executive Dir.	\$73,850	<b>\$81,505</b>	2024
<a href="#">Hawaii Association Of Broadcasters</a>	HI	\$157,349	Exec Directo	\$57,599	<b>\$57,599</b>	2024
<a href="#">Association Of Professional Futurists</a>	DC	\$149,638	Award Facilitator	\$6,600	<b>\$6,660</b>	2023
<a href="#">Polish American Chamber Of Commerce</a>	IL	\$157,457	Executive Director	\$47,809	<b>\$52,498</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">La Mesa Chamber Of Commerce Inc</a>	CA	\$157,627	President	\$90,000	<b>\$84,565</b>	2025
<a href="#">Southern Eagle Basketball Officials</a>	GA	\$149,164	President	\$1,500	<b>\$1,685</b>	2024
<a href="#">Southeast Dairy Farmers Association Inc</a>	VA	\$157,907	Executive Director	\$145,944	<b>\$162,043</b>	2023
<a href="#">Toledo Bar Association Foundation</a>	OH	\$159,344	Executive Director	\$19,180	<b>\$23,361</b>	2023
<a href="#">Seattle Latino Metropolitan Chamber Of Commerce</a>	WA	\$159,386	President	\$72,606	<b>\$74,751</b>	2023
<a href="#">Maryland Society Of Anesthesiologists Inc</a>	MD	\$147,616	Executive Director	\$54,304	<b>\$56,706</b>	2024
<a href="#">Lewisville Clemmons Chamber Of Commerce Inc</a>	NC	\$159,746	Executive Director	\$60,895	<b>\$70,278</b>	2024
<a href="#">Conferencia Latino Americana De Companias Express Inc</a>	FL	\$159,996	Executive Director	\$124,992	<b>\$135,025</b>	2023
<a href="#">Lower Rio Grande Valley Chapter Of</a>	TX	\$160,611	Executive Di	\$65,114	<b>\$74,899</b>	2023
<a href="#">St Ignace Area Chamber Of Commerce</a>	MI	\$146,253	Executive Di	\$45,251	<b>\$52,168</b>	2024
<a href="#">The Colony Chamber Of Commerce Inc</a>	TX	\$160,967	Executive Director	\$26,890	<b>\$30,044</b>	2024
<a href="#">Ellinger Chamber Of Commerce</a>	TX	\$161,046	Director	\$3,600	<b>\$4,022</b>	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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	224 organizations. Compensation range \$1–\$241,119; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$153,520); for reference, expenses \$192,728 and assets \$105,468.
ROLE MATCH	William L Temple, reported title " <i>TREASURER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (William L Temple) 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 224 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$4,860 is reasonable (approximately the 4<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.