

International Society For

Executive Director / CEO

EIN 030457495

CA · NTEE U20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amir Kalali, Executive Director / CEO** (\$127,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Amir Kalali — reported title “CFO/SECRETARY”, 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 (U20).

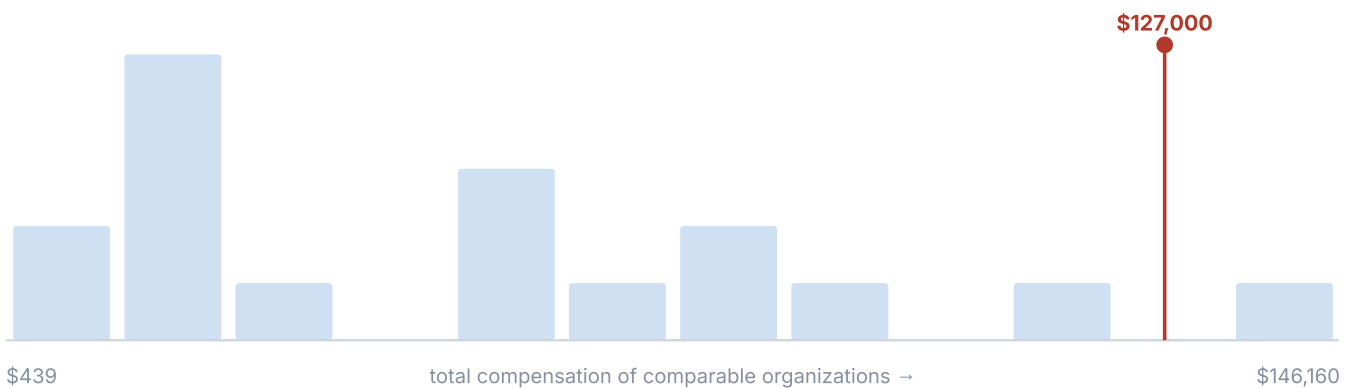
BUDGET Total revenue between \$222,502 and \$498,139 — 0.67x to 1.50x the subject's \$332,093 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (U20), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography

→ **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,340	\$22,355	\$59,318	\$73,881	\$105,604	\$127,000
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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 CA 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
Solving For Science	CA	\$338,901	Highest Compensated Employee	\$121,841	\$121,841	2024
Paleocultural Research Group	CO	\$318,728	Research Director	\$54,975	\$61,047	2024
South Jersey Innovation Center	NJ	\$318,444	Executive Director	\$21,000	\$22,355	2023
Landweb Inc	VT	\$315,096	Secretary/exec Director	\$55,181	\$66,221	2023
Virginia Academy Of Science	VA	\$372,146	Executive Officer	\$15,343	\$17,663	2023
Consumer Brands Association Foundation	VA	\$281,213	Acting Ed	\$66,492	\$74,350	2024
Decatur Makers Inc	GA	\$384,484	Executive Director	\$83,550	\$94,780	2025
City Kid Science Inc	NY	\$390,135	President	\$70,600	\$73,881	2024
Kacyra Family Foundation	CA	\$273,688	Director	\$26,407	\$26,407	2024
Texas Organic Farmers	TX	\$393,353	Director	\$368	\$439	2023
Bible Archeology Search And Exploration Foundation	CO	\$263,551	President	\$20,183	\$22,412	2024
Collaborative Earth Institute	CA	\$261,533	Executive Dir.	\$23,500	\$24,194	2023
Connecticut Academy Of	CT	\$412,679	Executive Di	\$130,745	\$146,160	2023
The Soul Phone Foundation	OH	\$251,286	President, Director	\$48,000	\$60,615	2023
Center For Scientific Integrity Inc	NY	\$429,108	Secretary	\$11,330	\$11,856	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fresh Pond Research Institute Inc	MA	\$234,990	President	\$57,000	\$59,318	2024
Cato Neonatal Innovations Inc	FL	\$481,221	President	\$18,800	\$20,453	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 17 organizations. Compensation range \$439–\$146,160; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$332,093); for reference, expenses \$340,184 and assets \$713,627.

ROLE MATCH Amir Kalali, reported title "*CFO/SECRETARY*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	94th
Total compensation (D + F), as reported (no adjustments)	94th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	82nd

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 (Amir Kalali) 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 17 similarly situated organizations (Same NTEE sector (U20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,000 is reasonable (approximately the 94th 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.