

Aerospace Futures Alliance Of Washington

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Emily Wittman, Executive Director / CEO** (\$138,128) 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 **67th** percentile of comparable organizations within the typical range

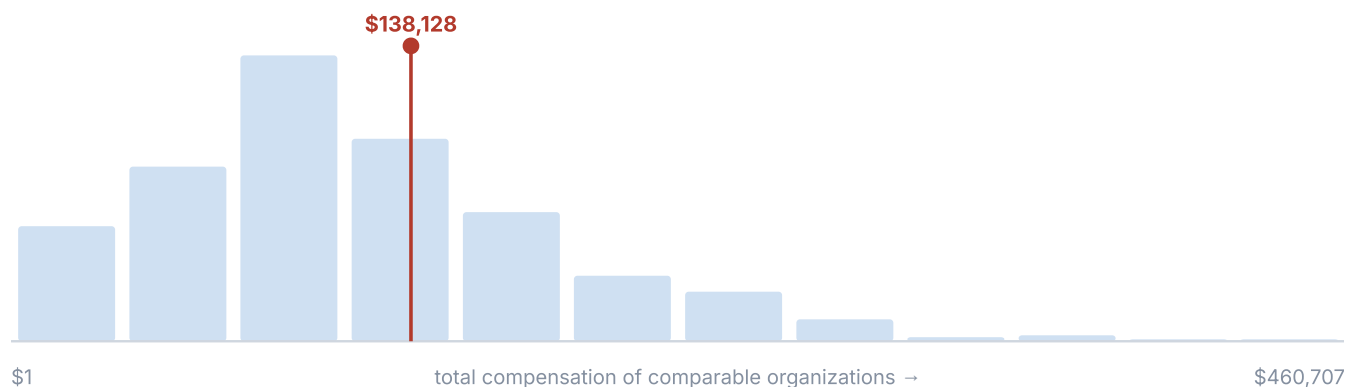
Benchmarked executive: Emily Wittman — reported title “EXECUTIVE DIRECTOR (THRU 12/23)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$328,214 and \$734,809 — 0.67x to 1.50x the subject's \$489,873 (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



\$36,327	\$72,557	\$106,287	\$156,186	\$215,922	\$138,128
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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
Ashland Alliance Corporation	KY	\$489,844	President	\$128,210	\$153,852	2023
West Slope Colorado Oil & Gas	CO	\$489,396	Executive Director	\$175,345	\$182,407	2024
North Texas Gay Lesbian Bisexual	TX	\$489,096	President/ceo	\$92,672	\$100,570	2024
Homebuilders Association Of Jackson Inc	MS	\$488,928	Executive Vice President	\$99,810	\$120,599	2024
Norfolk Area Visitors Bureau	NE	\$488,924	Executive Di	\$79,596	\$92,877	2024
Town Of Los Gatos Chamber Of Commerce	CA	\$490,915	Exe Dir/secretary	\$129,465	\$118,157	2025
Renewable Energy Vermont Inc	VT	\$491,414	Executive Di	\$125,000	\$136,496	2024
The Concrete Industry Board Inc	NY	\$488,205	Executive Director	\$66,615	\$67,234	2023
Medical Staff Of Childrens Hospital &	CA	\$487,290	President	\$35,000	\$32,788	2024
Visit Newberg	OR	\$486,604	Executive Di	\$100,577	\$101,330	2024
Prof Golfers Ass'n Of Amer-illinois	IL	\$493,844	Executive Director	\$27,326	\$29,145	2024
Contractors Assoc Of	CA	\$494,054	Executive Dir.	\$110,801	\$106,865	2023
Wisconsin High School Football	WI	\$485,679	Executive Director	\$55,000	\$60,710	2025
Greater Piedmont Area Association	VA	\$485,291	Executive Of	\$142,534	\$153,716	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Downtown Naperville Alliance	IL	\$495,476	Executive Dir.	\$84,046	\$92,289	2023
Fiscal Partners Inc	MA	\$483,314	President & Executive Dire	\$173,094	\$168,750	2024
Lancaster County Chamber Of Commerce	SC	\$497,203	President	\$93,929	\$106,309	2024
Downtown Community Partnership	ND	\$481,804	Ceo/president	\$69,556	\$85,257	2023
Las Vegas Chapter American Concrete	NV	\$499,189	Executive Di	\$69,000	\$73,101	2025
Alliance For Dade Inc	GA	\$480,435	President And Ceo	\$70,875	\$77,314	2024
Connectup Institute	MN	\$479,058	President	\$88,833	\$98,041	2023
Kentucky Association Of Nurse	KY	\$500,802	Executive Director	\$111,493	\$129,953	2024
Society Of Utah Medical Oncologists	MD	\$501,392	Board Member	\$3,000	\$3,043	2024
Workforce Fairness Institute Inc	VA	\$478,179	Secretary, Director	\$10,000	\$10,785	2023
Signature User Group Inc	FL	\$477,920	Executive Director	\$62,750	\$63,953	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 (\$489,873); for reference, expenses \$490,953 and assets \$99,691.
ROLE MATCH	Emily Wittman, reported title "EXECUTIVE DIRECTOR (THRU 12/23)", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	67 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	64 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 (Emily Wittman) 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 \$138,128 is reasonable (approximately the 67th 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.