

# Parents Defeating Autism Today

Executive Director / CEO

EIN 264399623

TX · NTEE G84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Boultinghouse, Executive Director / CEO** (\$25,748) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

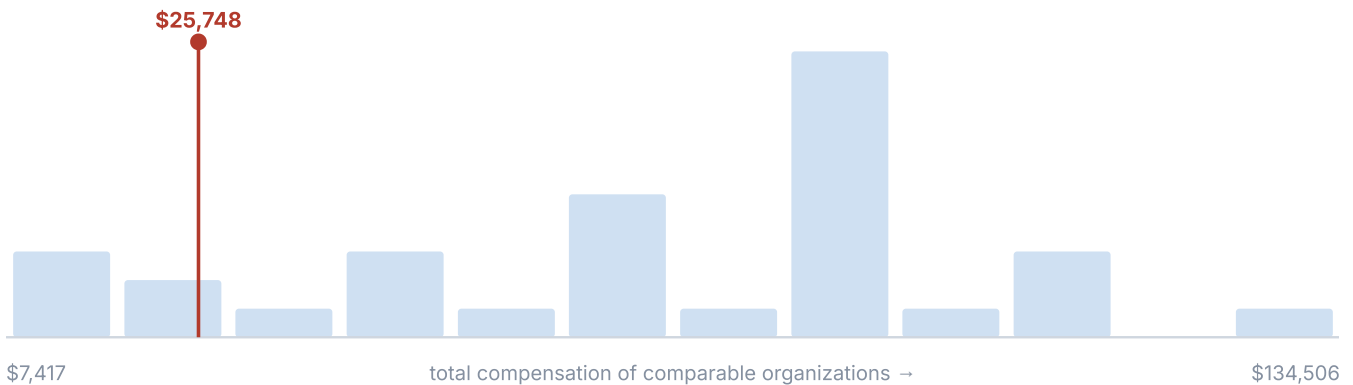
**Benchmarked executive:** Lisa Boultinghouse — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (G84).
- BUDGET Total revenue between \$315,327 and \$705,957 — 0.67x to 1.50x the subject's \$470,638 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (G84), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,943	\$44,287	\$77,430	\$89,458	\$103,408	\$25,748
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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 TX 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="#">The Tailor Institute Incorporated</a>	MO	\$468,451	Director	\$52,000	<b>\$55,059</b>	2024
<a href="#">Enigma Asd Services</a>	WA	\$482,395	Acting Secretary	\$52,668	<b>\$47,139</b>	2024
<a href="#">Coryell Autism Center</a>	CA	\$451,173	President	\$12,000	<b>\$10,664</b>	2023
<a href="#">Autism Charlotte</a>	NC	\$495,750	Ceo	\$130,216	<b>\$134,506</b>	2024
<a href="#">Autistic Self-reliance Support Network</a>	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	<b>\$86,984</b>	2024
<a href="#">Autism Society Of America Los Angeles Inc</a>	CA	\$508,630	Executive Director	\$75,262	<b>\$64,969</b>	2024
<a href="#">Surfers Healing Foundation Inc</a>	CA	\$522,625	President	\$48,000	<b>\$41,435</b>	2024
<a href="#">Nebraska Transition College</a>	NE	\$413,872	Executive Director	\$85,000	<b>\$89,038</b>	2025
<a href="#">The Arc Of Southwest Colorado Inc</a>	CO	\$413,095	Executive Di	\$86,000	<b>\$82,438</b>	2024
<a href="#">Abc Of Nc Foundation</a>	NC	\$528,297	Director	\$7,180	<b>\$7,417</b>	2024
<a href="#">Autism Society Of Greater Akron</a>	OH	\$412,520	Exec. Direc,	\$100,832	<b>\$106,763</b>	2024
<a href="#">Autism Society Of Pittsburgh Inc</a>	PA	\$541,079	President & Ceo	\$100,000	<b>\$99,692</b>	2024
<a href="#">Profectum Foundation</a>	NJ	\$545,909	Executive Dir.	\$102,500	<b>\$89,129</b>	2025
<a href="#">Autism Society Of Greater Wisconsin Inc</a>	WI	\$393,922	Executive Director	\$86,000	<b>\$89,787</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alianza De Autismo De Pr Inc</a>	PR	\$551,195	Director	\$86,800	<b>\$86,800</b>	2024
<a href="#">Oc Autism Foundation</a>	CA	\$554,157	President	\$119,792	<b>\$103,408</b>	2024
<a href="#">Autism Foundation Of Oklahoma</a>	OK	\$557,441	Executive Director	\$76,044	<b>\$86,181</b>	2023
<a href="#">Autism Society Of Greater Orlando</a>	FL	\$565,992	President	\$22,300	<b>\$20,943</b>	2024
<a href="#">Aamp Amt Learning Center Inc</a>	IL	\$370,551	President	\$32,009	<b>\$32,388</b>	2023
<a href="#">Creative Arts Therapy Center Inc</a>	MO	\$363,742	Music Therapist	\$62,990	<b>\$66,695</b>	2024
<a href="#">Care Warriors Inc</a>	TX	\$362,855	Ceo/executive Director	\$10,656	<b>\$10,656</b>	2024
<a href="#">Autism Connections</a>	OH	\$581,407	Ceo	\$103,385	<b>\$109,466</b>	2024
<a href="#">Autism Project Inc</a>	MD	\$348,170	Director	\$95,723	<b>\$92,106</b>	2023
<a href="#">The Estuary Center</a>	OR	\$597,902	Executive Director - Board Chair	\$42,000	<b>\$40,144</b>	2023
<a href="#">Autism Society Northwestern Pennsylvania</a>	PA	\$328,542	Executive Director	\$65,039	<b>\$66,754</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 31 organizations. Compensation range \$7,417–\$134,506; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$470,638); for reference, expenses \$353,981 and assets \$674,111.
ROLE MATCH	Lisa Boultinghouse, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Lisa Boultinghouse) 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 31 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,748 is reasonable (approximately the 16<sup>th</sup> 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.