

This analysis benchmarks the total compensation of **Joe Basili, Executive Director / CEO** (\$109,800) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

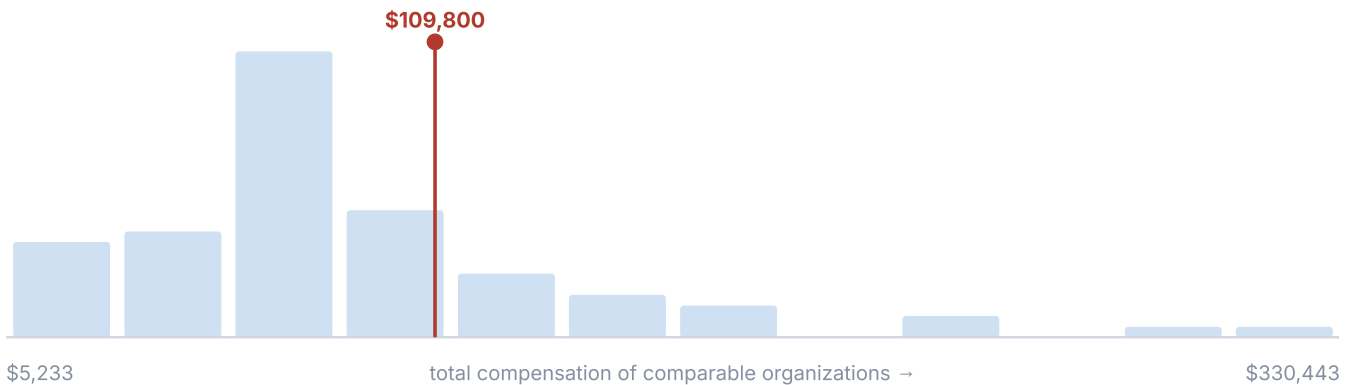
**Benchmarked executive:** Joe Basili — reported title “Managing/Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

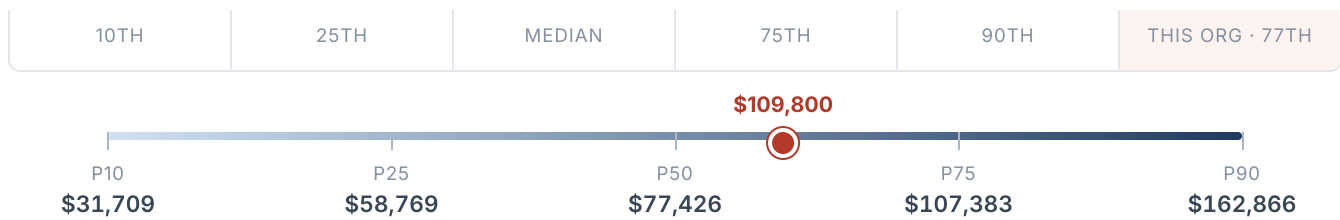
SECTOR	Organizations sharing the subject's NTEE classification (S40).
BUDGET	Total revenue between \$181,078 and \$405,399 — 0.67x to 1.50x the subject's \$270,266 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S40), nationwide + budget 0.67–1.5x revenue.

**75** organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,709	\$58,769	\$77,426	\$107,383	\$162,866	\$109,800
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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 AZ 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="#">National Truck And Heavy Equipment</a>	CA	\$267,893	Director	\$6,000	<b>\$5,233</b>	2024
<a href="#">Personalized Arthroplasty Society Inc</a>	GA	\$273,201	Executive Director	\$45,900	<b>\$46,612</b>	2024
<a href="#">Oklahoma Citys Adventure District</a>	OK	\$266,306	Director	\$65,385	<b>\$70,841</b>	2025
<a href="#">Association Of Chartered Accountants In The United StatesLtd</a>	NY	\$274,471	Chief Executive	\$110,000	<b>\$103,355</b>	2023
<a href="#">Central Virginia Business Coalition</a>	VA	\$277,072	Secretary/executive Director	\$83,046	<b>\$80,983</b>	2024
<a href="#">Nc Captive Insurance Association</a>	NC	\$277,996	President &	\$119,969	<b>\$128,893</b>	2023
<a href="#">Asphalt Pavement Association Of New</a>	NM	\$258,966	Executive Di	\$149,200	<b>\$162,072</b>	2024
<a href="#">Naturally San Diego Inc</a>	CA	\$282,385	Executive Director	\$107,980	<b>\$94,170</b>	2024
<a href="#">Florida Society For Health Care Risk Mgmt &amp; Patient Safety</a>	FL	\$257,972	Executive Director	\$84,000	<b>\$77,644</b>	2025
<a href="#">Startup Runway Foundation</a>	GA	\$282,700	Executive Director	\$30,129	<b>\$31,500</b>	2023
<a href="#">Carolina Loggers Association Inc</a>	NC	\$257,542	Executive Director	\$79,788	<b>\$83,264</b>	2024
<a href="#">Cybersecurity Association Inc</a>	MD	\$256,137	Executive Dir.	\$85,648	<b>\$83,260</b>	2023
<a href="#">Sheet Metal Contractors Association</a>	PA	\$255,785	Executive Director	\$97,500	<b>\$98,200</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Southeast Oil And Gas Association</a>	MS	\$285,666	President	\$84,000	<b>\$94,487</b>	2024
<a href="#">Womens Innovation Group</a>	IL	\$285,984	President	\$49,043	<b>\$48,696</b>	2024
<a href="#">National Tribal Gaming Commissioners</a>	WI	\$252,445	Executive Director	\$60,000	<b>\$65,156</b>	2023
<a href="#">Massachusetts Brewers Guild Inc</a>	MA	\$251,223	Clerk/executive Director	\$133,656	<b>\$121,302</b>	2024
<a href="#">Asociacion De Emprendedores</a>	CA	\$249,560	President	\$81,977	<b>\$73,605</b>	2023
<a href="#">Colorado Prestressers Association</a>	CO	\$292,703	Executive Dir.	\$163,400	<b>\$162,917</b>	2023
<a href="#">The Cyber Guild Inc</a>	VA	\$293,920	Executive Director	\$102,349	<b>\$102,756</b>	2023
<a href="#">Jefferson County Tourism Commission</a>	MO	\$245,774	Key Employee	\$61,250	<b>\$65,520</b>	2024
<a href="#">Virginia Heartland Regional Economic Development Alliance</a>	VA	\$245,437	Executive Director	\$24,757	<b>\$23,520</b>	2025
<a href="#">Maine Asphalt Pavement Association</a>	ME	\$244,900	Executive Director	\$39,500	<b>\$39,948</b>	2024
<a href="#">Ypo Wild West Regional Chapter Inc</a>	TX	\$237,394	Chapter Manager	\$82,875	<b>\$86,200</b>	2023
<a href="#">Auto Body Association Of Texas</a>	TX	\$303,287	Executive Dir.	\$72,048	<b>\$72,789</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	75 organizations. Compensation range \$5,233–\$330,443; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$270,266); for reference, expenses \$315,710 and assets \$131,584.
ROLE MATCH	Joe Basili, reported title " <i>Managing/Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Joe Basili) 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 75 similarly situated organizations (Same NTEE sector (S40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,800 is reasonable (approximately the 77<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.