

Association Of Professional Futurists

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Giuliani, Executive Director / CEO** (\$6,600) against **every comparable organization** that fit the selection criteria — **208** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lisa Giuliani — reported title "Award Facilitator", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

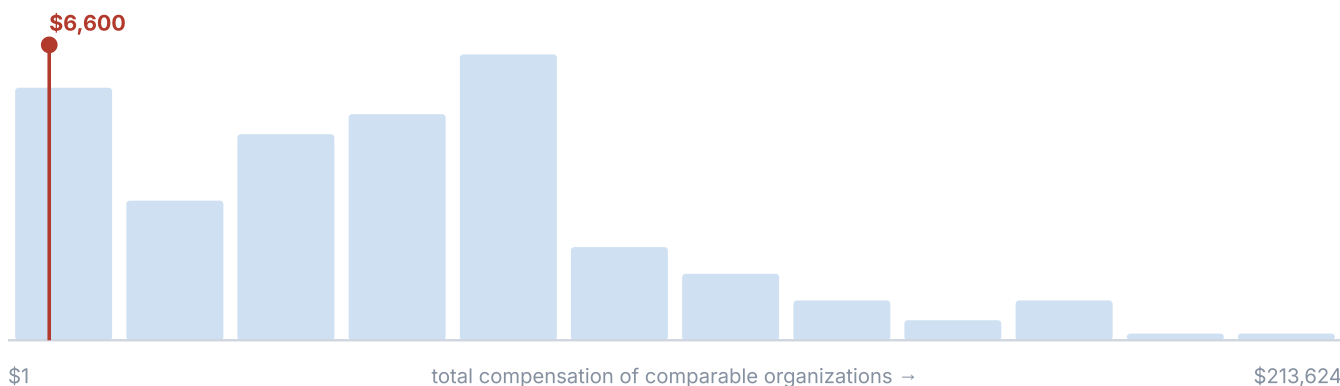
SECTOR Organizations sharing the subject's NTEE classification (S41).

BUDGET Total revenue between \$100,257 and \$224,457 — 0.67x to 1.50x the subject's \$149,638 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

208 organizations qualified on sector, size, and geography → **208** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,456

\$29,180

\$60,962

\$83,583

\$117,708

\$6,600



■ 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 DC 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
Mechanical Contractors Association Of	IA	\$149,982	Executive Director	\$99,418	\$124,049	2023
Southern Eagle Basketball Officials	GA	\$149,164	President	\$1,500	\$1,669	2024
Grand Rapids New Car Dealers Association	MI	\$150,255	Management	\$27,500	\$31,418	2024
Clarinda Economic Development Corp	IA	\$151,058	Executive Director	\$80,504	\$95,052	2025
Maryland Society Of Anesthesiologists Inc	MD	\$147,616	Executive Director	\$54,304	\$56,195	2024
Bensalem Economic Development	PA	\$152,640	Board Of Director	\$78,766	\$86,942	2024
St Ignace Area Chamber Of Commerce	MI	\$146,253	Executive Di	\$45,251	\$51,698	2024
Sky Ridge Medical Center Medical	CO	\$145,922	Board Member	\$3,750	\$3,980	2024
Mill Creek Chamber Of Commerce	WA	\$153,520	Treasurer	\$4,860	\$4,817	2024
Chamber Of Commerce Of Kearney	MO	\$153,676	Executive Director	\$51,200	\$61,797	2023
Mortgage Bankers Association Of The	NC	\$145,128	Executive Di	\$69,878	\$82,279	2023
Springfield Realtors	OR	\$154,310	Association Executive	\$39,252	\$41,539	2023
Cibola County Chamber Of Commerce	NM	\$144,751	Executive Di	\$3,167	\$3,770	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Menorah Medical Center - Medical	KS	\$144,656	President	\$18,000	\$22,160	2023
Metals Affordability Initiative	IN	\$156,000	Sec/treas/di	\$10,200	\$12,258	2023
Southeastern Ohio Education Association	OH	\$156,982	Executive Director	\$15,625	\$18,318	2024
International Association Of Venue	TX	\$157,024	President & Ceo	\$28,854	\$31,947	2024
Wadena Chamber Of Commerce	MN	\$157,268	Executive Dir.	\$73,850	\$80,770	2024
Hawaii Association Of Broadcasters	HI	\$157,349	Exec Directo	\$57,599	\$57,079	2024
Polish American Chamber Of Commerce	IL	\$157,457	Executive Director	\$47,809	\$52,024	2024
La Mesa Chamber Of Commerce Inc	CA	\$157,627	President	\$90,000	\$83,804	2025
Southeast Dairy Farmers Association Inc	VA	\$157,907	Executive Director	\$145,944	\$160,582	2023
Fentress County Chamber Of Commerce	TN	\$140,491	Executive Director	\$40,596	\$48,627	2023
Certified Naturally Grown Inc	CO	\$140,318	Secretary And Executive Director	\$44,058	\$46,761	2024
Toledo Bar Association Foundation	OH	\$159,344	Executive Director	\$19,180	\$23,150	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	208 organizations. Compensation range \$1–\$213,624; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$149,638); for reference, expenses \$257,385 and assets \$166,683. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lisa Giuliani, reported title " <i>Award Facilitator</i> ", 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	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	5 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	5 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 (Lisa Giuliani) 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 208 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$6,600 is reasonable (approximately the 5th 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.