

American Society For Metabolic And

Executive Director / CEO

EIN 593520006

FL · NTEE H90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kristie Kaufman, Executive Director / CEO** (\$47,782) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristie Kaufman — reported title "DIR/EXEC DIR '24", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

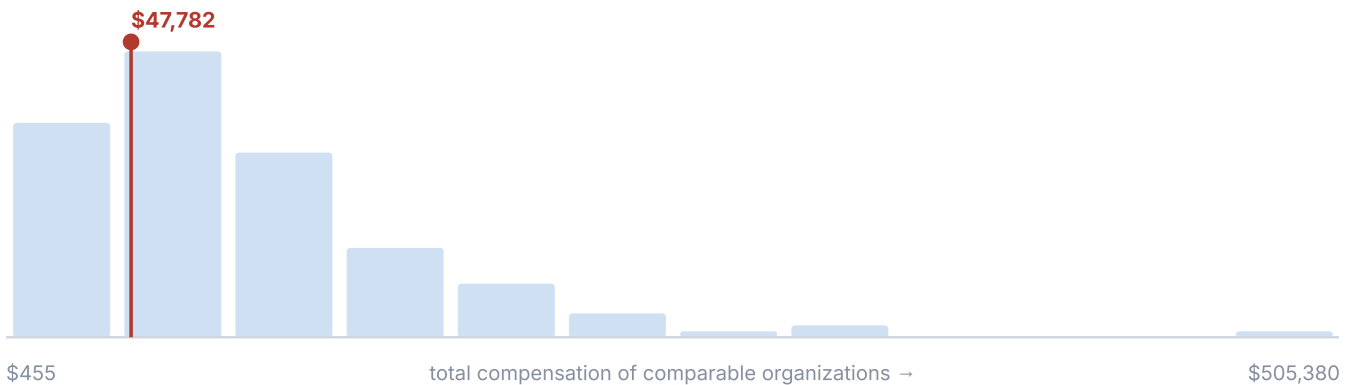
SECTOR Organizations sharing the subject's NTEE classification (H90).

BUDGET Total revenue between \$304,891 and \$682,593 — 0.67x to 1.50x the subject's \$455,062 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography → **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,912	\$43,171	\$73,268	\$118,757	\$179,937	\$47,782
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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 FL 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
Academy For Health & Lifespan	NY	\$454,339	Executive Dir.	\$60,927	\$60,337	2023
Minkoff Center For Jewish Genetics	AZ	\$453,924	Executive Director	\$132,870	\$136,024	2024
Massachusetts Society For	MA	\$457,668	President	\$121,978	\$120,126	2023
Neurofibromatosis Network	IL	\$452,414	Executive Di	\$104,158	\$109,003	2024
Behavioral Diabetes Institute	CA	\$450,812	Director	\$222,395	\$204,422	2024
Dorn Research Institute Inc	SC	\$460,393	Executive Di	\$125,000	\$138,814	2024
Dubai Harvard Foundation For	MA	\$447,941	Executive Director	\$69,603	\$68,546	2023
Justin Parker Neurological Institute	CO	\$444,788	Director Of Research	\$179,938	\$183,665	2024
The Myocarditis Foundation	TX	\$468,356	Executive Director	\$107,000	\$113,935	2024
Gootter-jensen Foundation	AZ	\$439,555	Vice President	\$6,000	\$6,142	2024
Mycoses Study Group Education And	AL	\$470,737	Executive Director (Non-vo	\$26,400	\$30,360	2024
Cancollaborate Inc	MA	\$471,902	President	\$52,083	\$51,292	2023
Gerson Institute Inc	CA	\$437,846	Executive Director	\$62,475	\$59,122	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance Of Independent Academic Medical	OH	\$433,311	Executive Director	\$235,634	\$265,666	2024
International Cannabinoid Research	NC	\$432,797	Managing Dir	\$79,050	\$89,515	2023
Autism Tree Project Inc	CA	\$477,889	Executive Dir.	\$90,000	\$82,726	2024
Global Vitiligo Foundation	PA	\$478,511	Executive Director	\$83,694	\$91,469	2023
St Louis Life Sciences Project	MO	\$479,877	President/secretary/treasu	\$201,834	\$234,280	2023
Visual Studies Workshop Inc	NY	\$430,072	Director, Ex Officio	\$61,713	\$61,115	2023
The National Diabetes And Obesity	MS	\$429,676	Employee	\$147,326	\$174,665	2024
International Plant & Herbal Alliance	UT	\$429,125	Executive Dir.	\$30,000	\$32,684	2024
The Broach Foundation For Brain Cancer Research	TX	\$428,451	Executive Director	\$52,000	\$55,370	2024
Odylia Therapeutics Inc	GA	\$482,047	Ceo/cso	\$225,220	\$241,058	2024
Parkinson Association Of	NC	\$482,140	Executive Dir.	\$78,138	\$85,943	2024
American Cochlear Implant Alliance	VA	\$483,427	Executive Director	\$201,375	\$206,974	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	147 organizations. Compensation range \$455–\$505,380; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$455,062); for reference, expenses \$352,448 and assets \$1,017,259.
ROLE MATCH	Kristie Kaufman, reported title "DIR/EXEC DIR '24", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	88 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 (Kristie Kaufman) 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 147 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$47,782 is reasonable (approximately the 28th 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.