

# American Institute Of Architects College

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Muzaffara Conforti, Executive Director / CEO** (\$157,355) against **every comparable organization** that fit the selection criteria — **808** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Muzaffara Conforti — reported title “EXECUTIVE DIRECTOR, COF FUND”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T03).
BUDGET	Total revenue between \$248,768 and \$556,944 — 0.67x to 1.50x the subject's \$371,296 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**808** organizations qualified on sector, size, and geography → **808** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,775	\$29,685	\$59,742	\$90,189	\$123,377	<b>\$157,355</b>
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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 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
<a href="#">Family Arts Needlework Shop Inc</a>	AZ	\$371,557	Director	\$62,402	<b>\$66,627</b>	2025
<a href="#">Gay Mens Chorus Of Charlotte</a>	NC	\$370,855	Managing Artistic Director	\$60,000	<b>\$70,648</b>	2024
<a href="#">Georgia National Guard Family</a>	GA	\$370,846	Treasurer	\$48,360	<b>\$57,048</b>	2023
<a href="#">United Way Of Yuma County Inc</a>	AZ	\$370,731	President And Ceo	\$75,589	<b>\$82,841</b>	2024
<a href="#">Acorn Global Advance</a>	SC	\$370,432	Secretary	\$79,800	<b>\$97,672</b>	2023
<a href="#">Worcester Public Library Foundation</a>	MA	\$370,266	Executive Director/clerk	\$100,957	<b>\$103,383</b>	2024
<a href="#">Burning Ones Inc</a>	FL	\$369,303	President	\$47,500	<b>\$50,850</b>	2024
<a href="#">Live Love Nashville</a>	TN	\$373,456	President	\$50,880	<b>\$60,946</b>	2024
<a href="#">Overly's Country Christmas Inc</a>	PA	\$368,962	Executive Director	\$22,625	<b>\$26,470</b>	2023
<a href="#">Association For Benevolent Care Inc</a>	OH	\$373,732	Executive Director	\$18	<b>\$23</b>	2023
<a href="#">Parson Of The Hills Foundation Inc</a>	NC	\$373,789	Ceo Director	\$52,008	<b>\$63,046</b>	2023
<a href="#">Josephine County Foundation</a>	OR	\$368,624	Treasurer & Ed	\$3,000	<b>\$3,175</b>	2024
<a href="#">Retired Senior Volunteer Program Of</a>	WI	\$374,109	Executive Director	\$53,231	<b>\$63,351</b>	2024
<a href="#">United Way Of Wilkes County Inc</a>	NC	\$367,727	Secretary	\$55,900	<b>\$65,821</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Alliance Initiatives Fund Inc</a>	IN	\$367,694	President & Ceo Cfa	\$13,510	<b>\$16,715</b>	2023
<a href="#">Ministry Office</a>	MN	\$367,575	Coo	\$2,400	<b>\$2,702</b>	2024
<a href="#">Esba Inc</a>	GA	\$367,469	Pres	\$45,600	<b>\$53,792</b>	2023
<a href="#">Theater Collaborative Of South Jersey</a>	NJ	\$375,641	Executive Director	\$18,027	<b>\$18,342</b>	2024
<a href="#">Gsbc Community Development Corp</a>	AL	\$375,728	Executive Director	\$13,000	<b>\$18,526</b>	2021
<a href="#">Family Promise Of Clear Creek</a>	TX	\$375,801	Executive Dir.	\$82,364	<b>\$93,888</b>	2024
<a href="#">Youth Business Alliance Inc</a>	CA	\$366,781	Executive Dir.	\$102,092	<b>\$100,460</b>	2024
<a href="#">Tulsa County Medical Society Foundation</a>	OK	\$366,769	Executive Dir.	\$89,274	<b>\$115,331</b>	2023
<a href="#">Gavilan College Educational Foundation</a>	CA	\$366,665	Director	\$22,661	<b>\$22,299</b>	2024
<a href="#">United Way Of Corinth And Alcorn</a>	MS	\$366,629	Executive Di	\$72,000	<b>\$94,081</b>	2023
<a href="#">Pipkin Charitable Foundation</a>	CA	\$366,135	Board Member	\$34,044	<b>\$34,490</b>	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 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 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **808** organizations. Compensation range \$23–\$1,922,646; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$371,296); for reference, expenses \$196,248 and assets \$3,669,524. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Muzaffara Conforti, reported title " <i>EXECUTIVE DIRECTOR, COF FUND</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	203 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	96 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Muzaffara Conforti) 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 808 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$157,355 is reasonable (approximately the 96<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.