

## Professional Organization Benchmarking Results Summary

The following is a summary of the information collected by the Benchmarking subcommittee of the Evolution Ad-hoc Committee. Individual organization information is spotty as most organizations did not respond to requests for additional detail, leaving only what information could be obtained from their websites as the source for information gathering. Overall the organizations benchmarked represent a wide range of focus and the results vary just as widely. Where specific conclusions can be drawn within any individual question the conclusion is so noted. General comments and conclusions follow the summary results for the 10 questions.

1. How many members do you have?

Most organizations are individual membership based, but a few are open to organizational memberships only. Membership ranges for individual type memberships ranged from a low of 200 to a high of over 350,000, with the majority ranging between approximately 10,000 to 20,000.

2. How long has your organization been active?

There is a wide range here, with organizations as old as 157 years to as new as 7 years. The range is very spread out. No direct conclusion can be drawn between the age of the organization and its size.

3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?

Although the structures vary, all of the organizations but one have a National component with some combination of Regions and or Sections/Chapters. A few have international affiliations. Interestingly, the CPA organization has no relationship between the national and state organizations – they are completely independent of each other.

4. How do the different levels of the organization report/interact?

The majority of the organizations have a relationship between levels in which the Regions and the Sections/Chapters report to the National, which is the lead element of the organization. In most cases, where it could be determined, National is responsible for collecting and dispersing dues. Larger organizations appear to have financial reporting requirements and regional/local representation structures for governance.

5. What are your annual membership dues?

Dues is another area with wide variation and structure. Some organizations base dues on the size of the member's agency, the member's position within their employer, or a percentage of the member's income. For the majority, which have a cost per member dues structure, the dues structures vary to include different costs for different classes of membership, whether or not the membership is full or on-line only, and for those requiring licensure or certification, for members who are in the process of obtaining the credential but have not yet achieved it. Many give discounts for students and retirees. For a standard, full membership, the dues range from \$25 to \$395, with the average in the \$150 to \$200 range.

6. How is membership recruitment primarily accomplished?  
Organizations with a very narrow professional focus primarily use trade publication advertising, direct contact with student organizations, or mailings based on licensure or credentialing processes. For organizations with a broader membership the methods include trade publication advertising, membership word of mouth, and internet traffic.
7. How is your organization staffed (number of staff and at what level of organization)?  
Staffing varies widely across the organizations reviewed also, with a range from 1 paid staff member to 140 paid staff, although the average range is from 25 to 70 staff members with the low and high numbers above as flyers. CONCLUSION – Paid staff levels are directly related to a combination of membership size, level of member benefits offered and if publications are written/published by the organization.
8. What is your organization's annual operating budget?  
Budgets also range widely based on membership and benefits levels. The range of budgets found went from a low of \$650,000 annually to a high of \$190,000,000 annually.
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Nearly every organization provides some level of publication (magazine, newsletter, journals, etc.) in frequency ranging from bi-weekly to quarterly depending on type of publication and size of organization. Nearly every organization provides an annual national conference or training opportunity. Many organizations offer other training opportunities such as in-person seminars, webinars and on-line training. Some organizations offer on-line resources such as libraries, bookstores, tools to assist member organizations (chapters, etc.) with governance, management, publicity, etc. Some organizations offer on-line career centers, job banks or want ads. Some organizations offer awards and recognition programs, Certification programs, legislative advocacy efforts, or service/merchandise discounts such as credit cards, insurance programs, etc. Nearly every organization mentions networking opportunities.
10. What level of the organization delivers the services/benefits to the members?  
This is divided between National and Local levels of the organizations in those that have both levels of the organization. Very few that have both organizations have benefits or services delivered by the Local without a National component.

Although it is difficult to draw specific conclusions from this data, there are a few clear items that can be drawn in comparison to AACPM. In general, organizations that are similar in nature (membership types, operationally, non-specialized focus):

- Offer more benefits than AACPM including publications, training and resources
- Are structured with a strong National organization lead
- Have a higher annual dues level
- Have paid staff at the National level (and in some cases local chapters)
- Deliver benefits at both the National and Local level

## ORGANIZATIONS TO BE CONTACTED

Person	Organization	Web Site
Cassandra	Association of Fish and Wildlife Agencies	<a href="http://www.fishwildlife.org/">http://www.fishwildlife.org/</a>
Cassandra	Association of Public Safety Communications Officials (APCO)	<a href="http://www.apcointl.org/">http://www.apcointl.org/</a>
Cassandra	International Association of Career Management Professionals	<a href="http://www.iacmp.org/main/homepage.aspx">http://www.iacmp.org/main/homepage.aspx</a>
Cassandra	National Association of Medical Examiners	<a href="http://thename.org/">http://thename.org/</a>
Cassandra	North American Association of Wardens and Superintendents	<a href="http://naaws.corrections.com/">http://naaws.corrections.com/</a>
Charlene	American Nurses Association	<a href="http://www.nursingworld.org/">http://www.nursingworld.org/</a>
Charlene	Association of Forensic QA Managers (AFQAM)	<a href="http://www.afqam.org/">http://www.afqam.org/</a>
Charlene	Government Finance Officers Association (GFOA)	<a href="http://www.gfoa.org/">http://www.gfoa.org/</a>
Charlene	International Society of Certified Employee Benefits Specialists	<a href="http://www.iscebs.org/">http://www.iscebs.org/</a>
Charlene	Society of Human Resource Management (SHRM)	<a href="http://www.shrm.org/Pages/default.aspx">http://www.shrm.org/Pages/default.aspx</a>
Jeff	American Institute of Certified Public Accountants (AICPA)	<a href="http://www.aicpa.org/">http://www.aicpa.org/</a>
Jeff	American Public Works Association (APWA)	<a href="http://www.apwa.net/">http://www.apwa.net/</a>
Jeff	American Society for Quality (ASQ)	<a href="http://www.asq.org/">http://www.asq.org/</a>
Jeff	International Institute of Municipal Clerks (IIMC)	<a href="http://www.iimc.com/index/index.shtml">http://www.iimc.com/index/index.shtml</a>
Jeff	National Association of State Conservation Agencies (NASCA)	<a href="http://nascanet.org/Index/index.php">http://nascanet.org/Index/index.php</a>
Nancy	American Society for Public Administration (ASPA)	<a href="http://www.aspanet.org/scriptcontent/index.cfm">http://www.aspanet.org/scriptcontent/index.cfm</a>
Nancy	American Society for Training and Development (ASTD)	<a href="http://www.astd.org/">http://www.astd.org/</a>
Nancy	City Clerks and Municipal Finance Officer Association (CCMFOA)	<a href="http://ccmfoa.org/">http://ccmfoa.org/</a>
Nancy	International Association of Administrative Professionals	<a href="http://www.iaap-hq.org/">http://www.iaap-hq.org/</a>
Nancy	National Institute of Pension Administrators (NIPA)	<a href="http://www.nipa.org/">http://www.nipa.org/</a>
Ron	American Society of Civil Engineers (ASCE)	<a href="http://www.asce.org/">http://www.asce.org/</a>
Ron	American Institute of Architects (AIA)	<a href="http://www.aia.org/index.htm">http://www.aia.org/index.htm</a>
Ron	International Association of Fire Chiefs	<a href="http://www.iafc.org/">http://www.iafc.org/</a>
Ron	International City/County Management Association (ICMA)	<a href="http://www.icma.org/main/sc.asp">http://www.icma.org/main/sc.asp</a>
Ron	International Code Council	<a href="http://www.iccsafe.org/">http://www.iccsafe.org/</a>
Tom	Association of Government Accountants (AGA)	<a href="http://www.agacgfm.org/homepage.aspx">http://www.agacgfm.org/homepage.aspx</a>
Tom	International Association of Chiefs of Police	<a href="http://www.theiacp.org/">http://www.theiacp.org/</a>
Tom	International Association of Workforce Professionals (IAWP)	<a href="http://www.iawponline.org/">http://www.iawponline.org/</a>
Tom	National Institute of Governmental Purchasing (NIGP)	<a href="http://www.nigp.com/">http://www.nigp.com/</a>
Tom	Society for Information Management	<a href="http://www.simnet.org/">http://www.simnet.org/</a>

## OTHER ORGANIZATIONS NOT CONTACTED

Aerobics and Fitness Association of America	<a href="http://www.afaa.com/">http://www.afaa.com/</a>
American Association on Intellectual and Developmental Disabilities	<a href="http://www.aamr.org/">http://www.aamr.org/</a>
American Association of Residential Mortgage Regulators	<a href="http://www.aarmr.org/">http://www.aarmr.org/</a>
American Conference of Uniform Consumer Credit Code States	
American Correctional Association	<a href="http://www.aca.org/">http://www.aca.org/</a>
American Counseling Association	<a href="http://www.counseling.org/">http://www.counseling.org/</a>
American Fisheries Society	<a href="http://www.fisheries.org/afs/index.html">http://www.fisheries.org/afs/index.html</a>
American Massage Therapy Association	<a href="http://www.amtamassage.org/">http://www.amtamassage.org/</a>
American Payroll Association	<a href="http://www.americanpayroll.org/">http://www.americanpayroll.org/</a>
American Society of Association Executives (ASAE)	<a href="http://www.asaecenter.org/">http://www.asaecenter.org/</a>
American Society of Industrial Engineers (ASIE)	
American Statistical Association	
American Water Resources Association (AWRA)	<a href="http://www.amstat.org/">http://www.amstat.org/</a>
American Water Works Association (AWWA)	<a href="http://awra.org/">http://awra.org/</a>
Association of School Business Officials (ASBO)	<a href="http://www.awwa.org/">http://www.awwa.org/</a>
Construction Management Association of America (CMAA)	<a href="http://www.asbointl.org/">http://www.asbointl.org/</a>
Council for Exceptional Children (CEC)	<a href="http://www.cmaanet.org/">http://www.cmaanet.org/</a>
Design Build Institute of America (DBIA)	<a href="http://www.cec.sped.org//AM/Template.cfm?Section=Home">http://www.cec.sped.org//AM/Template.cfm?Section=Home</a>
Gartner Group	<a href="http://www.dbia.org/">http://www.dbia.org/</a>
Idaho Recreation and Park Association	<a href="http://www.gartner.com/technology/home.jsp">http://www.gartner.com/technology/home.jsp</a>
Institute of Transportation Engineers (ITE)	<a href="http://www.irpa-idaho.org/">http://www.irpa-idaho.org/</a>
International Facility Manager Association	<a href="http://www.ite.org/">http://www.ite.org/</a>
Motorists Information and Services Association	<a href="http://www.ifma.org/">http://www.ifma.org/</a>
National Association of Blacks in Criminal Justice	<a href="http://misaonline.org/">http://misaonline.org/</a>
National Association of Church Facility Managers	<a href="http://www.nabcj.org/">http://www.nabcj.org/</a>
National Association of Consumer Credit Administrators	<a href="http://www.nacfm.com/index2.html">http://www.nacfm.com/index2.html</a>
National Association of Recreation Resource Planners	<a href="http://www.naccaonline.org/">http://www.naccaonline.org/</a>
National Association of Social Workers (NASW)	<a href="http://www.narrp.org/ClubPortal/ClubStatic.cfm?clubID=1431">http://www.narrp.org/ClubPortal/ClubStatic.cfm?clubID=1431</a>
National Center for American Indian Enterprise Development	<a href="http://www.socialworkers.org/">http://www.socialworkers.org/</a>
National Environmental Health Association (NEHA)	<a href="http://www.ncaied.org/">http://www.ncaied.org/</a>
National Human Resources Association	<a href="http://www.neha.org/index.shtml">http://www.neha.org/index.shtml</a>
National Pollution Prevention Roundtable	<a href="http://www.humanresources.org/">http://www.humanresources.org/</a>
National Society of Hispanic MBA's	<a href="http://www.p2.org/">http://www.p2.org/</a>
	<a href="http://www.nshmba.org/Page.aspx?pid=209">http://www.nshmba.org/Page.aspx?pid=209</a>

National Society of Professional Engineers (NSPE)  
National TB Controllers Association (NTCA)  
National Troopers Coalition  
National Watershed Coalition  
National Emergency Number Association (NENA)  
Society of Consumer Affairs Professionals in Business  
Society for Marketing Professional Services (SMPS)  
Society for Public Health Education (SOPHE)  
Soil and Water Conservation Society (SWCS)  
United States Deputy Wardens' Association

<http://www.nspe.org/index.html>

<http://tbcontrollers.org/>

<http://www.ntctroopers.com/>

<http://www.watershedcoalition.org/>

<http://www.nena.org/>

<http://www.socap.org/>

<http://www.smps.org//AM/Template.cfm?Section=Home>

<http://www.sophe.org/>

<http://www.swcs.org/>

<http://usdwa.com/index.html>

**Association of Career Professionals, International (ACPI)**  
Professional Organization Benchmarking Questions

1. How many members do you have?
2. How long has your organization been active?  
20 Years (since 1989)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
International, Chapters (32 Chapters in 8 Countries are loosely organized meeting groups)
4. How do the different levels of the organization report/interact?  
Interaction is web based with no formal reporting.
5. What are your annual membership dues?  
Professional Member      \$80  
Student Member            \$20  
(No Chapter dues structure, handled informally locally)
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (newsletter, case studies)  
Webinars and seminars  
On-line Resource Center (tools for business and personal development)  
Job board and career assistance  
Networking
10. What level of the organization delivers the services/benefits to the members?  
Local Chapters and On-line delivery

**Association of Forensic Quality Assurance Managers (AFQAM)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 200 (Oct 2006 data) representing 161 state and local laboratories
2. How long has your organization been active?  
7 Years (since October 2002)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Member \$50 (prospective members submit application to membership committee and must have a sponsor)
6. How is membership recruitment primarily accomplished?  
Direct contact with labs
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Annual meeting where members can attend presentations  
Resource library  
On-line, email discussion group
10. What level of the organization delivers the services/benefits to the members?  
National

**Association of Government Accountants (AGA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 15,000
2. How long has your organization been active?  
59 Years (since 1950)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, Sections, Regions, Chapters
4. How do the different levels of the organization report/interact?  
Top down organization with National lead. National disburses chapter dues after collected.
5. What are your annual membership dues?

Government Member	\$90
Private Sector Member	\$150
Early Career Member	\$45
Student Member	\$30

Lifetime membership can be granted to members with over 40 years  
  
Chapters dues average \$5 to \$10
6. How is membership recruitment primarily accomplished?  
Membership word of mouth, Advertisement in industry periodicals, direct mail.
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?

Publications (quarterly journal, bi-weekly newsletter, e-newsletter, blog, papers and reports)
Educational Programs (several conferences, audio training, seminars, Chapter level events)
CGFM Certification
Career Center
Networking
10. What level of the organization delivers the services/benefits to the members?  
All levels, but primarily the Chapter level

**American Institute of Architects (AIA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Unknown total (approximately 1450 members in the Wisconsin chapter alone)
2. How long has your organization been active?  
152 Years (since February 1857)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National Organization, 18 Regions, nearly 300 state and local chapters
4. How do the different levels of the organization report/interact?  
Top down organization with Chapters and Regions reporting to the National.
5. What are your annual membership dues?

Firm Principle	\$272
Firm Employee	\$229
Associate Member	\$82.50
Professional Affiliate	\$300
Student Affiliate	\$15.00
6. How is membership recruitment primarily accomplished?  
Direct Mail;  
Internet;  
Information provided through independent state organizations; and  
Word of mouth in the profession.
7. How is your organization staffed (number of staff and at what level of organization)?  
Has paid full-time staff in one office (Washington, D.C. Headquarters)
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Magazines, articles, research related to profession  
Legal and Financial Contracts Documents  
Professional Development/CEU recognized training programs  
Networking with other architects/design professionals  
Lobbying Congress/State Legislatures on issues affecting the profession
10. What level of the organization delivers the services/benefits to the members?  
Both National Organization and State/Chapter level

**American Institute of Certified Public Accountants (AICPA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 350,000
2. How long has your organization been active?  
122 Years (since 1887 as the American Association of Certified Public Accountants, and since 1921 as American Society of Certified Public Accountants)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National (all volunteer organization run by Board and volunteer committees).  
State CPA Societies are not affiliated.
4. How do the different levels of the organization report/interact?  
Volunteer committees with a Board Liaison to each committee. Volunteers sign a lifetime volunteer service policy and copyright agreement.
5. What are your annual membership dues?

Member	\$200 to \$395 depending on your position within the firm
Associate	\$200
Retired members	\$100
Students	\$35

One time \$65 enrollment fee, Specialty Sections are an additional \$145 to \$236 each
6. How is membership recruitment primarily accomplished?  
Only CPAs who have passed the CPA exam can join – market accounting firms through industry publications and direct mail, as well as direct contact to exam registrants.
7. How is your organization staffed (number of staff and at what level of organization)?  
68 staff in 6 offices (HQ is in NY)
8. What is your organization's annual operating budget?  
Approximately \$190 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (multiple magazines and newsletters)  
Conferences (education, national conference in multiple specialties)  
Resources and Reference Materials (media center, video library, books)  
Legislative Advocacy  
Professional Resource Network
10. What level of the organization delivers the services/benefits to the members?  
National Organization and volunteer committees

Contact – Jay Rothberg, [jrothberg@aicpa.org](mailto:jrothberg@aicpa.org)

**American Nurses Association (ANA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 2.9 million registered nurses
2. How long has your organization been active?  
36 Years (since 1973)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National structure with 51 constituent member nurse associations (CMA), 24 specialty nursing and workforce advocacy affiliate organizations, and several related entities (American Academy of Nursing, American Nurse Foundation, American Nurses Credentialing Center)
4. How do the different levels of the organization report/interact?  
The 51 CMA determine much of the direction of the ANA through the ANA House of Delegates, which comprises delegates sent by each state apportioned according to each state membership count
5. What are your annual membership dues?  
Direct Member      \$179  
Individual Affiliate      \$45  
Full Membership      \$249 (full membership includes national and state)  
Can join more than one state by additional \$134 for secondary state
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Continuing education  
Maintain licensure  
Promote the profession  
Safe Working environment  
Staffing level overview
10. What level of the organization delivers the services/benefits to the members?  
The CMA delivers the benefits in conjunction with the national

**Association of Public Safety Communications Officials (APCO)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 15,000
2. How long has your organization been active?  
74 Years (since 1935)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
International, 49 Chapters in US, Canada, Britain and Australia
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Regular Membership      \$69 to \$120 depending on Tier  
(Additional Chapter memberships available from \$18.40 to \$46.40)  
Commercial Membership   \$154 (additional Chapters \$46.20)  
  
Membership in APCO International automatically includes membership in your local chapter.
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?  
Approximately \$11 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (monthly journal, newsletter, reports)  
Training (Annual Conference & Exposition, APCO Institute)  
Networking, Job Bank & Recruiter Resources  
Legislative Advocacy  
Scholarships, Awards & recognition, Discounted Services, Credit Card
10. What level of the organization delivers the services/benefits to the members?  
National and Chapters

**American Public Works Association (APWA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 29,000
2. How long has your organization been active?  
72 Years (since 1937)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 9 Regions, 64 Chapters in US & Canada, 90 Branches
4. How do the different levels of the organization report/interact?  
National lead. National disburses chapter dues after collected. Chapters submit semi-annual financial reports to National. There is a rebate percentage to Chapters for timely reporting. Each Chapter sends Delegates to the Region, and each Region to the National.
5. What are your annual membership dues?

Individual	\$137 for National (Chapters range from \$10 to \$34)
Public Agency	\$226 to \$5,650 (varies based on population)
Student	\$25
6. How is membership recruitment primarily accomplished?  
Membership word of mouth, Advertisement in industry periodicals, direct mail to public works employees, contact at University level.
7. How is your organization staffed (number of staff and at what level of organization)?  
57 Staff for National (8 in Washington DC, 49 in Kansas City HQ)  
Some Chapters have their own contracted Administrator
8. What is your organization's annual operating budget?  
Approximately \$11 million for National
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (APWA Reporter magazine, books & papers reference store)  
Educational Programs (conference, webinars, Public Works Institute, Chapter level events)  
Agency Accreditation  
Legislative Advocacy  
Employment Portal, Networking
10. What level of the organization delivers the services/benefits to the members?  
All levels, but primarily the Chapter level

Contact – Brian Van Norman, Director of Chapter Relations, 816-595-5260

**American Society of Association Executives (ASAE)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 22,000 (representing approximately 11,000 associations)
2. How long has your organization been active?  
89 Years (since 1920)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National
4. How do the different levels of the organization report/interact?  
Volunteer committees with a Board Liaison to each committee.
5. What are your annual membership dues?  
Most membership classes are \$265 to \$395  
Young Professional (under age 30) \$100  
Students \$30
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
Staff of over 140
8. What is your organization's annual operating budget?  
Approximately \$33 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications  
Education and Training (seminars, on-demand on-line training library)  
Tools and Resources to assist Associations and Association Managers  
Advocacy  
Certification and Company Accreditation
10. What level of the organization delivers the services/benefits to the members?  
National Organization and volunteer committees  
  
Contact – Member Relations, 1-888-950-2723

**American Society of Civil Engineers (ASCE)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 146,000
2. How long has your organization been active?  
157 Years (since 1852)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 10 Regions (9 US and 1 International), 85 Sections, 155 Branches
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?

Fellow Members	\$240
Associate/Affiliate Members	\$50 - \$204

(Varies depending on years after earning BS Degree)
6. How is membership recruitment primarily accomplished?  
Direct Mail;  
Internet;  
Information provided through independent state organizations; and  
Word of mouth in the profession.
7. How is your organization staffed (number of staff and at what level of organization)?  
Paid staff in Reston, Virginia Headquarters
8. What is your organization's annual operating budget?  
Approximately \$56 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Magazines, articles, research related to profession  
Professional Development/CEU recognized training programs  
Legal and Financial Contracts Documents  
Networking with other engineers/design professionals  
Lobbying Congress/State Legislatures on issues affecting the profession
10. What level of the organization delivers the services/benefits to the members?  
Primarily at National level, but some at Regional level

**American Society for Public Administration (ASPA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 9,000
2. How long has your organization been active?  
70 Years (since 1939)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 125 Chapters, 20 Sections
4. How do the different levels of the organization report/interact?  
National lead. National disburses chapter dues after collected. Chapters and Sections submit financial and annual reports to National.
5. What are your annual membership dues?

Individual	\$100
New Professional	\$75
Senior	\$55
Student	\$75 for full, \$40 for on-line only
Supporting Individual	\$120
Sustaining Individual	\$220

(Additional family members are \$35 each for the above)

Membership includes home Chapter, additional Chapters are \$6 each  
Sections are additional fee ranging from free (only 1) to \$40 annually
6. How is membership recruitment primarily accomplished?  
Membership word of mouth, Advertisement in industry periodicals, direct mail to public employees.
7. How is your organization staffed (number of staff and at what level of organization)?  
National staff in Washington DC HQ (only 9 key positions on website)  
Some Chapters have their own contracted Administrator
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (magazines, newsletter, on-line subscription to "Public Manager" magazine, Section journals)  
Educational Programs (Annual Conference, Webinars, Podcasts)  
Library (magazines, books & journals w/ member discounts)  
Resources and tools for Chapter and Section operations  
Awards & recognition
10. What level of the organization delivers the services/benefits to the members?  
All levels

**American Society for Quality (ASQ)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 100,000
2. How long has your organization been active?  
63 Years (since February 1946)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, over 250 Sections
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Individual     \$129  
Associate     \$74  
Student       \$25  
Specialty Forums are additional \$31 per Forum
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Quality Progress Magazine & Quality News Today and Weekly emails  
Learning Institute, National Conferences and Courses  
Publication Library and Reference Materials  
Certification
10. What level of the organization delivers the services/benefits to the members?

**American Society for Training and Development (ASTD)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 44,000
2. How long has your organization been active?  
66 Years (since 1943)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 130 Chapters in US & 30 International Partners
4. How do the different levels of the organization report/interact?  
National lead. National disburses chapter dues after collected. Chapters submit annual reports to National.
5. What are your annual membership dues?  
Individual     \$199 (\$358 for 2 year, \$507 for 3 year)  
Senior         \$90  
Student        \$59  
Chapter memberships vary from \$15 to \$85 depending on class
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (magazine, blog, e-publications)  
Educational Programs (conference, webinars, Chapter level events)  
On-line reference library with over 3,000 items  
CPLP Certification  
Career Center, Networking
10. What level of the organization delivers the services/benefits to the members?  
All levels

**Association of Fish & Wildlife Agencies**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 150 Member Organizations
2. How long has your organization been active?  
107 Years (since 1902)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National
4. How do the different levels of the organization report/interact?  
Volunteer committees with Board and staff liaisons
5. What are your annual membership dues?  
There are 6 membership classifications. No initiation fees are charged and dues for each classification are established each year by the Board of Directors.
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
A national staff of 23
8. What is your organization's annual operating budget?  
Approximately \$4.5 million in 2008 (latest year information available)
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (newsletter, position papers, reports)  
Training  
Legislative Advocacy
10. What level of the organization delivers the services/benefits to the members?  
National

**Government Finance Officers Association (GFOA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 17,600
2. How long has your organization been active?  
103 Years (since 1906)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, Regional, Local
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Dues vary based on Organization type, population or number of members/employees, and include a set number of memberships for the fee with additional memberships available to purchase. Lowest rate is \$160 per year with ranges up to over \$4600.  
  
(See attached fee schedule)
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Obtain "how-to" instruction on a wide range of financial topics,  
Broaden their knowledge and deepen their expertise,  
Achieve professional recognition,  
Develop leadership skills,  
Network with peers.
10. What level of the organization delivers the services/benefits to the members?

## GFOA Membership Fee Schedule

The following GFOA membership fee schedule, as adopted by the Executive Board, takes effect April 1, 2009.\*

### CITIES AND COUNTIES:

Population	No. of Memberships included in	Base Fee	Additional Memberships
0 – 4,999	1	\$ 160 \$150	
5,000 – 9,999	1	170 150	
10,000 – 19,999	1	190 150	
20,000 – 29,999	1	225 150	
30,000 – 39,999	2	250 150	
40,000 – 49,999	2	305 150	
50,000 – 74,999	3	595 150	
75,000 – 99,999	3	640 150	
100,000 – 199,999	4	840 150	
200,000 – 299,999	5	1,145 150	
300,000 – 499,999	5	1,305 150	
500,000 – 749,999	6	1,775 150	
750,000 – 999,999	6	3,050 150	
More than 1,000,000	7	4,620 150	

### SPECIAL DISTRICTS:

Population	No. of Memberships included in	Base Fee	Additional Memberships
0 – 99	1	\$ 160 \$150	
100 – 499	1	280 150	
500 – 999	2	500 150	
1,000 – 4,999	3	700 150	
5,000 – 9,999	4	885 150	
10,000 – 19,999	5	1,080 150	
20,000 – 29,999	6	1,295 150	
More than 30,000	6	1,605 150	

### RETIREMENT SYSTEMS:

Population	No. of Memberships included in	Base Fee	Additional Memberships
0 – 4,999	1	\$ 160 \$150	
5,000 – 9,999	1	270 150	
10,000 – 24,999	2	420 150	
25,000 – 49,999	2	540 150	
50,000 – 99,999	3	770 150	
100,000 – 249,999	4	1,205 150	
More than 250,000	5	1,655 150	

### OTHER CATEGORIES:

Each Individual	
State & Province: Population 0 – 1 Million	\$160
State & Province: Population 1– 5 Million	190
State & Province: Population 5 – 10 Million	225
State & Province: Population Over 10 Million	250
Federal	150
Associate	225
Inactive Retired	35
Educational	40

### INTERNATIONAL:

Each Individual	
Developed Country	\$210
Developing Country	160
Associate	250

\*\$35 of your membership dues pay for a subscription to Government Finance Review, GFOA's bimonthly magazine.

**International Association of Fire Chiefs (IAFC)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 13,000 (representing 1.2 million firefighters & EMTs)
2. How long has your organization been active?  
136 Years (since 1873)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 8 Regional Divisions, 47 State Chief's Associations
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
\$229 to \$274 depending on Region  
Additional section dues are \$15 to \$25
6. How is membership recruitment primarily accomplished?  
Direct Mail;  
Internet;  
Information provided through independent state organizations; and  
Word of mouth in the profession.
7. How is your organization staffed (number of staff and at what level of organization)?  
Approximately 60 full-time staff in Fairfax, Virginia Office Headquarters
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (magazine and newsletter), reports and resources  
Conferences, Webinars and Webcasts (discounted registration for members)  
Representation and Advocacy  
Product and Service discount programs  
Networking
10. What level of the organization delivers the services/benefits to the members?  
Primarily at National level, but some at Regional Division level

**International Association of Workforce Professionals (IAWP)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 13,000
2. How long has your organization been active?  
96 Years (since 1913)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 18 Districts, 53 Chapters (several are inactive)
4. How do the different levels of the organization report/interact?  
National lead. National disburses chapter dues after collected.
5. What are your annual membership dues?

Regular Membership	\$42 for National
Retiree Membership	\$21 for National

Chapters range from \$5 to \$50 for Regular, less for retired
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
3 Staff in Frankfort KY HQ office
8. What is your organization's annual operating budget?  
Approximately \$650,000 in 1996-97 (only information found)
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (bi-monthly newsletter and IAWPOnline)  
Educational Programs (annual international conference, Chapter level events)  
Certification  
Legislative Advocacy  
Networking
10. What level of the organization delivers the services/benefits to the members?  
All levels

**International Code Council (ICC)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 46,000
2. How long has your organization been active?  
15 Years (since 1994, predecessor groups date back to 1880's)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National (3 Subsidiaries: Evaluation Service, Accreditation Service, Foundation)
4. How do the different levels of the organization report/interact?  
N/A
5. What are your annual membership dues?  
Government Agency Memberships  
    Jurisdiction (Up to 50,000 people)      \$100 (includes 4 individuals)  
    Jurisdiction (50,001 - 150,000 people)      \$180 (includes 8 individuals)  
    Jurisdiction (150,000+ people)      \$280 (includes 12 individuals)  
Associates (Employees of above)      \$35  
Building Safety Professionals      \$100  
Corporate Members      \$350  
Educational Institution Members      \$175  
Certified Inspector members      \$75  
Student Members      \$25  
Retired Members      \$20
6. How is membership recruitment primarily accomplished?  
Direct Mail;  
Internet;  
Information provided through independent organizations and word of mouth
7. How is your organization staffed (number of staff and at what level of organization)?  
Approximately 65 full-time staff in Washington DC Office Headquarters; 3 Regional Offices; 1 Distribution Center; 2 Field Offices; 18 Home Field Offices; and 1 International Office
8. What is your organization's annual operating budget?  
Approximately \$70 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Nationally recognized Model Code development process  
National Model Code Suite for adoption at State/Municipal Level - Free Code  
Nationally recognized regulatory official certification program  
Professional Development/CEU recognized training programs  
Technical Support/Construction material and Product Listing Service
10. What level of the organization delivers the services/benefits to the members?  
National level

**International City/County Management Association (ICMA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 9,000
2. How long has your organization been active?  
95 Years (since 1914)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National with no local chapters – affiliated with existing, independent statewide municipal and county management organizations.
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
0.6% of salary & employer funded deferred comp contribution
6. How is membership recruitment primarily accomplished?  
Direct Mail;  
Internet;  
Information provided through independent organizations and word of mouth
7. How is your organization staffed (number of staff and at what level of organization)?  
Approximately 35 full-time staff members in Washington, DC Headquarters
8. What is your organization's annual operating budget?  
Approximately \$25 million
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications  
Annual conference  
Training programs & credentialing program  
Retirement fund program  
Range Rider program
10. What level of the organization delivers the services/benefits to the members?  
National level

**International Institute of Municipal Clerks (IIMC)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 10,000
2. How long has your organization been active?  
62 Years (since 1947)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 11 Regions, volunteer committees
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?

Full member	\$125 to \$225 (based on population)
Associate	\$75
Retired	\$25
Honorary Members	do not pay dues
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
9 paid staff in CA Headquarters
8. What is your organization's annual operating budget?  
Approximately \$2 million (2008, latest data available)
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?

Publications (monthly magazine)
Annual Conference
On-line learning institute and continuing education in partnership with 46 different universities (Municipal Clerk's Institute)
Certification
Networking
10. What level of the organization delivers the services/benefits to the members?

**International Society of Certified Employee Benefit Specialists (ISCEBS)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 4,000
2. How long has your organization been active?  
50 years
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 52 Chapters
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Regular Members \$175  
Retired / Unemployed Members \$100  
Chapter dues are an additional \$25 to \$60 above the national dues shown
6. How membership recruitment is primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
4 National staff
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications - Quarterly magazine and bi-monthly newsletter  
Education - Annual symposium, webcasts and e-learning courses  
Library/Information Center/Resources - bookstore  
Continuing Education Course/Exam – CEU opportunity  
Networking
10. What level of the organization delivers the services/benefits to the members?  
National and Chapter

**North American Association of Wardens & Superintendents (NAAWS)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 1,200
2. How long has your organization been active?
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?  
Regular Membership      \$25 for 1 year  
   \$45 for 2 years  
   \$65 for 3 years
6. How is membership recruitment primarily accomplished?  
Direct mailing  
Word of mouth
7. How is your organization staffed (number of staff and at what level of organization)?  
4 administrative staff
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Newsletter  
Training (Annual Conference, workshops through other organizations)  
Awards & recognition  
Networking
10. What level of the organization delivers the services/benefits to the members?  
National

**National Association of Medical Examiners (NAME)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 1,000
2. How long has your organization been active?  
43 Years (since 1966)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National (Volunteer Committees - 9 standing committees with various sub-committees and 13 ad-hoc committees)
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?

Regular Membership	\$302 (includes \$50 registration fee)
In-Training and Resident	\$148 (includes \$50 registration fee)
Affiliate Membership	\$213
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?  
3 paid staff (Exec VP, Exec Dir, Meeting Planner)
8. What is your organization's annual operating budget?
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?

Publications (monthly journal, newsletter, papers and reports)
Annual Conference & Exhibit Hall
Agency Accreditation & Standards
Awards & recognition
Job Board
10. What level of the organization delivers the services/benefits to the members?  
National

**National Association of State Conservation Agencies (NASCA)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
66 Agencies
2. How long has your organization been active?  
42 Years (since February 1967)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 7 Regions, 4 Main committees
4. How do the different levels of the organization report/interact?
5. What are your annual membership dues?
6. How is membership recruitment primarily accomplished?  
Not an issue – each qualifying agency has one representative. Agencies know they are eligible to join and appoint a representative.
7. How is your organization staffed (number of staff and at what level of organization)?  
1 paid staff executive and 1 contracted consultant staff
8. What is your organization's annual operating budget?  
Approximately \$270,000
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Annual National Conference  
On-line resource library  
On-line webinars  
Speaker's Bureau  
Networking
10. What level of the organization delivers the services/benefits to the members?  
National

**Society for Human Resource Management (SHRM)**  
Professional Organization Benchmarking Questions

1. How many members do you have?  
Approximately 250,000 world wide
2. How long has your organization been active?  
62 Years (since 1947)
3. How is your organization structured (National, Regions or Areas, Chapters or Sections, etc.)?  
National, 5 Regions, 575 Chapters
4. How do the different levels of the organization report/interact?  
The National and the Chapters are autonomous, you make separate application and pay separate dues to each level.
5. What are your annual membership dues?

National Full Member	\$160
Students	\$35
Internet Only	\$95 (Only for members outside the US)

Chapter Dues are separate and vary by each of the 575 Chapters
6. How is membership recruitment primarily accomplished?
7. How is your organization staffed (number of staff and at what level of organization)?
8. What is your organization's annual operating budget?  
Approximately \$48 million operating budget, over \$150 million in assets
9. What are the top 5 services or benefits provided to your members (publications, training, conferences, insurance programs, etc.)?  
Publications (magazine, newsletters and reports)  
Conferences and Seminars  
Professional development through training, online education, knowledge center – networking – employment opportunities, publications, HR tool kits  
Advocacy
10. What level of the organization delivers the services/benefits to the members?  
National and Chapters