

Chinese Language Teachers Association Inc

Executive Director / CEO

EIN 222324558
 OK · NTEE A037
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Alan Peterka, Executive Director / CEO** (\$5,550) against **every comparable organization** that fit the selection criteria — **1702** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alan Peterka — reported title “WEBMASTER”, 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 (A037).

BUDGET Total revenue between \$119,140 and \$266,731 — 0.67x to 1.50x the subject's \$177,821 (the band tightens as size grows).

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

1,702 organizations qualified on sector, size, and geography → **1,702** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$5,322	\$16,331	\$33,478	\$50,312	\$65,807	\$5,550
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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 OK 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
Disco Riot	CA	\$177,873	President	\$18,000	\$13,752	2025
Iron Crow Theatre Company Inc	MD	\$177,985	Director	\$3,620	\$2,995	2025
Orange Park Community Theatre Inc	FL	\$178,121	President	\$900	\$768	2024
Phffft Company Inc	WA	\$178,138	President	\$46,374	\$37,706	2024
Friends Of The Kenfield Gallery	NE	\$177,474	Executive Di	\$36,000	\$35,164	2024
Miami Chamber Music Society	FL	\$178,365	Artistic Director	\$30,000	\$25,594	2024
Kadima Conservatory Of Music Inc	CA	\$177,171	Ceo	\$19,582	\$15,356	2024
The Scituate Historical Society	MA	\$178,481	Trustee	\$27,900	\$22,182	2025
Catamaran Literary Reader	CA	\$178,599	Executive Director	\$91,952	\$72,108	2024
Dunes Art Foundation Inc	IN	\$176,991	Managing Dir	\$2,000	\$1,915	2024
Institute 193 Incorporated	KY	\$176,991	Board Chair	\$25,000	\$25,112	2023
Northeastern New Mexico Educational	NM	\$178,655	Executive Di	\$38,333	\$37,443	2024
City Tavern Preservation Foundation	DC	\$178,682	Executive Director	\$23,333	\$19,144	2023
The Nola Project Inc	LA	\$176,949	Executive Director	\$8,177	\$8,177	2024
Venango Museum Of Art Science And Industry	PA	\$178,746	Executive Director	\$34,014	\$30,804	2024
Off Broadway Theatre Inc	UT	\$178,792	Artistic Dir	\$43,440	\$40,376	2024
North Franklin Heritage Museum	WA	\$178,823	President	\$19,980	\$16,725	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North London Mill Preservation Inc	CO	\$176,818	Executive Director	\$17,493	\$15,233	2024
Songbird Multimedia And Performing Arts Foundation	AR	\$176,810	President	\$17,925	\$18,838	2023
Festival Ballet Albuquerque	NM	\$178,872	Director/cho	\$19,850	\$19,389	2024
Oregon Suzuki Institute	OR	\$178,882	Director	\$20,000	\$16,867	2024
Soli Chamber Ensemble	TX	\$176,756	Managing Director	\$39,301	\$34,782	2025
Morris Chinese Academy	NJ	\$176,651	Principal	\$5,245	\$4,253	2024
South Haven Art Association	MI	\$179,004	Executive Di	\$43,125	\$40,424	2024
The Locals Inc	MN	\$179,163	President	\$5,000	\$4,620	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	1702 organizations. Compensation range \$19–\$260,227; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$177,821); for reference, expenses \$219,736 and assets \$447,312.
ROLE MATCH	Alan Peterka, reported title " <i>WEBMASTER</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	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 29 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	10 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	10 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 (Alan Peterka) 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 1702 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,550 is reasonable (approximately the 10th 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.