

East-west Cultural And Educationalcenter Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Alla Fridman, Executive Director / CEO** (\$23,560) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Alla Fridman — reported title "Director", 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 (O50).

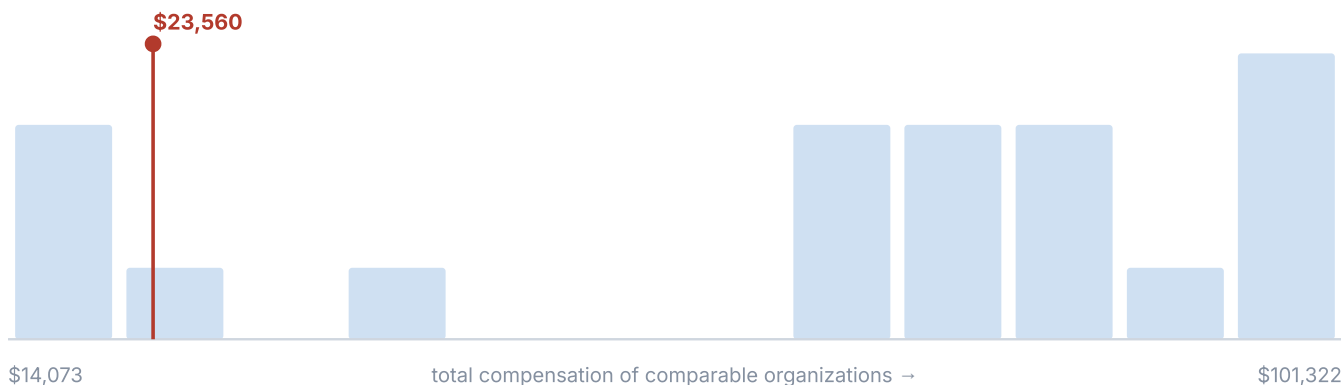
BUDGET Total revenue between \$225,171 and \$504,115 — 0.67x to 1.50x the subject's \$336,077 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50) + MD + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,405	\$54,405	\$74,791	\$89,123	\$99,330	\$23,560
----------	----------	----------	----------	----------	----------



■ 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 MD 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
Brausa United Futebol Club Inc	MD	\$335,435	President	\$77,000	\$74,791	2024
Little Friends For Peace Inc	MD	\$339,254	Co Director	\$80,800	\$78,482	2024
Big Brothers Big Sisters Of The	MD	\$326,665	Executive Di	\$76,678	\$74,478	2024
Total Foundation Inc	MD	\$323,666	President & Ceo	\$85,500	\$85,500	2023
Gaithersburg Beloved Community Init	MD	\$359,397	Executive Director	\$100,000	\$94,627	2025
Mentoring Male Teens In The Hood Inc	MD	\$301,643	President	\$69,340	\$67,351	2024
Girls On The Run Of Mid And Western Mary	MD	\$292,640	Executive Dir.	\$44,675	\$42,275	2025
Empowering The Ages Inc	MD	\$289,362	Executive Director	\$95,484	\$92,745	2024
Youth Activism Project	MD	\$285,671	Chief Executive Officer	\$102,246	\$99,313	2024
Pass It On Inc	MD	\$402,529	Executive Director	\$19,000	\$19,000	2023
Team Takeover Inc	MD	\$257,750	President	\$14,073	\$14,073	2023
Develop More Foundation Inc	MD	\$427,790	Executive Director	\$88,000	\$85,475	2024
The Advance Project	MD	\$244,362	President	\$102,336	\$99,400	2024
Imagine Me Ministries Inc	MD	\$243,844	Executive Director	\$104,315	\$101,322	2024
Planet Hope Land And Sea	MD	\$238,166	Executive Director	\$68,500	\$66,535	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Deerwood Foundation Inc	MD	\$233,093	Executive Di	\$16,500	\$16,027	2024
Impactdmv Inc	MD	\$227,856	Executive Director	\$24,960	\$24,244	2024
Artpreneurs Inc	MD	\$469,928	Executive Director	\$72,800	\$70,711	2024
House With A Heart - Pet Sanctuary Inc	MD	\$483,753	President	\$82,250	\$79,890	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 19 organizations. Compensation range \$14,073–\$101,322; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$336,077); for reference, expenses \$291,262 and assets \$417,448.

ROLE MATCH Alla Fridman, reported title "*Director*", 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.**

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16th
Total compensation (D + F), as reported (no adjustments)	16th
Reportable pay only (column D), adjusted	16th

All sources (D + E + F), adjusted

16th

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 (Alla Fridman) 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 19 similarly situated organizations (Same NTEE sector (O50) + MD + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,560 is reasonable (approximately the 16th 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.