

Houston Cinema Arts Society

Executive Director / CEO

EIN 300507986

TX · NTEE A31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Creeggan-rios, Executive Director / CEO** (\$92,943) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

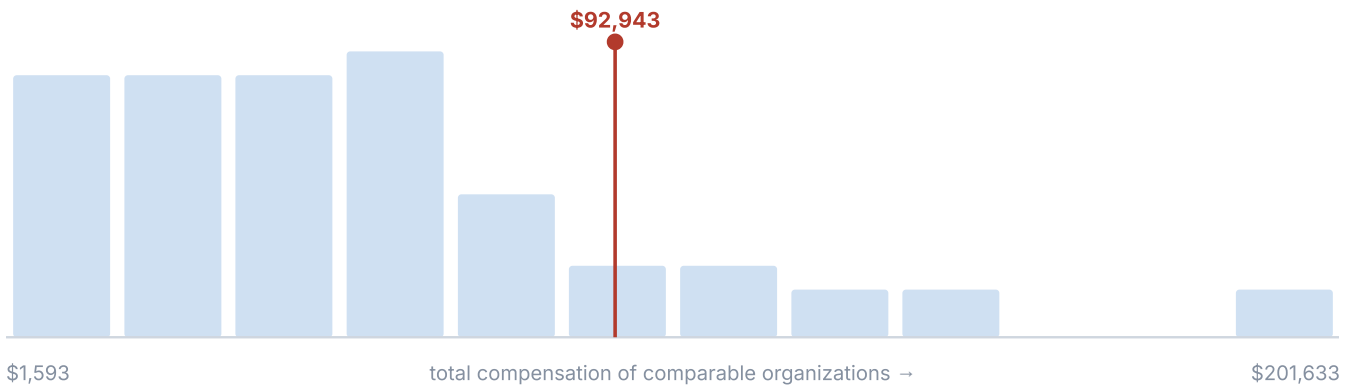
Benchmarked executive: Katherine Creeggan-rios — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A31).
BUDGET	Total revenue between \$183,699 and \$411,268 — 0.67x to 1.50x the subject's \$274,179 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A31), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,941	\$26,708	\$49,650	\$74,317	\$115,430	\$92,943
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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 TX 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
Cinemama	CA	\$273,475	President	\$7,380	\$6,559	2023
Transgender Film Center Ltd	KS	\$277,574	President/executive Director	\$11,500	\$12,787	2023
Professional Development	FL	\$281,728	President	\$136,576	\$128,263	2024
Witnessing History Education	KY	\$281,798	Director	\$175,426	\$193,979	2023
Jewish Partisan Education Foundation	CA	\$282,356	Foundation Mgr.	\$108,065	\$93,285	2024
Mara Brock Akil's Writers' Colony	CA	\$283,106	Foundation Director	\$125,000	\$107,904	2024
Mirabel Pictures	CA	\$262,326	President	\$56,000	\$49,769	2023
The Generations Project Inc	NY	\$288,484	Executive Dir.	\$68,000	\$63,242	2023
Aurora Picture Show	TX	\$258,263	Executive Director	\$49,650	\$49,650	2024
Clarity Educational Productions Inc	CA	\$256,270	President	\$90,000	\$79,985	2023
Eastland Fine Arts Association	TX	\$254,741	Coo	\$53,247	\$54,820	2023
Screamfest Horror Film Festival	CA	\$253,413	Co-director	\$41,600	\$36,971	2023
Writers Guild Of America East Foundation Inc	NY	\$296,114	Founder And Director	\$2,800	\$2,529	2024
Cinema Tropical Inc	NY	\$252,198	Dir/officer	\$89,000	\$78,325	2025
Make Your Mark Media Inc	MD	\$251,060	Employee	\$125,700	\$120,951	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women Photographers International Archive Inc	FL	\$248,525	President	\$50,010	\$46,966	2024
Myth Media	OR	\$247,747	Executive Dir	\$28,182	\$25,489	2025
Watsonville Film Festival	CA	\$301,726	Executive Dir.	\$72,000	\$62,153	2024
Filmforum Inc	CA	\$303,502	Vice President	\$18,000	\$15,997	2023
Hollywood In Pixels Inc	CA	\$243,170	President/chair	\$8,300	\$7,165	2024
National Center For Jewish Film Inc	MA	\$242,373	Co Director	\$95,000	\$87,863	2023
International Ocean Film Foundation Inc	CA	\$308,708	Executive Director	\$76,000	\$63,915	2025
Monterey County Film Commission	CA	\$238,200	Film Commissioner	\$92,898	\$82,561	2023
Capital City Film Festival	MI	\$237,471	Executive Di	\$1,500	\$1,593	2023
Field Of Vision Inc	NY	\$313,671	Executive Dir.	\$223,207	\$201,633	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 63 organizations. Compensation range \$1,593–\$201,633; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$274,179); for reference, expenses \$395,083 and assets \$207,551. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Katherine Creeggan-rios, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 4 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	84 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	84 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 (Katherine Creeggan-rios) 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 63 similarly situated organizations (Same NTEE sector (A31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,943 is reasonable (approximately the 84th 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.