

# Chinese Youth Camp

Executive Director / CEO

EIN 460893335

TX · NTEE O50

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Anne Kuo, Executive Director / CEO** (\$1,750) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Anne Kuo — reported title “Camp Director, Finance Director, Facilities”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

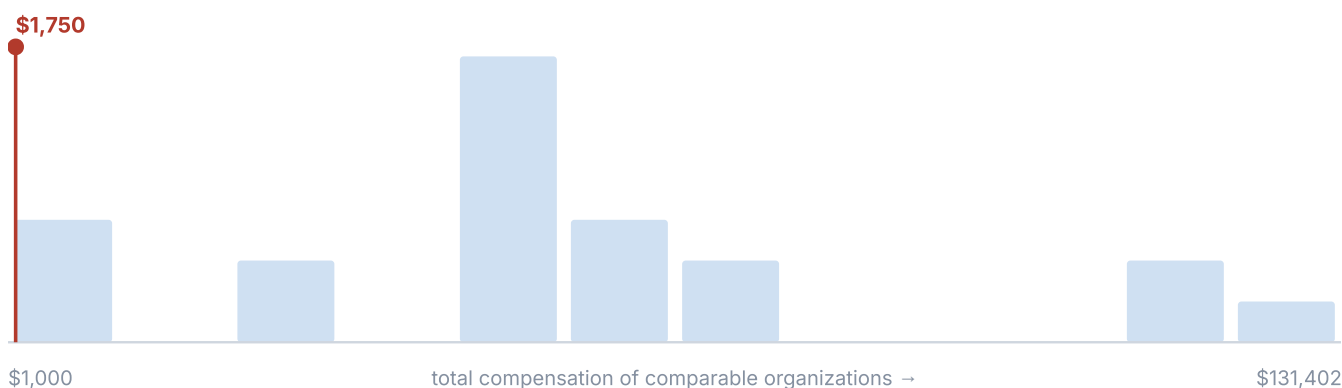
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$157,177 and \$351,889 — 0.67x to 1.50x the subject's \$234,593 (the band tightens as size grows).

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

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,886	\$40,940	\$49,691	\$65,972	\$115,885	\$1,750
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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
<a href="#">San Antonio Future Basketball Inc</a>	TX	\$234,444	President	\$6,000	<b>\$6,000</b>	2024
<a href="#">Giving Us Leadership An Focus</a>	TX	\$233,338	President	\$4,860	<b>\$4,860</b>	2024
<a href="#">Supergirls Shine Foundation</a>	TX	\$237,931	Ceo	\$70,600	<b>\$72,685</b>	2023
<a href="#">Triumph Futbol Club Inc</a>	TX	\$240,283	Director Of Soccer Operations; Coach	\$116,613	<b>\$120,057</b>	2023
<a href="#">The Dallas Friendship Circle Inc</a>	TX	\$241,828	Director	\$48,750	<b>\$48,750</b>	2024
<a href="#">Texas United Fc</a>	TX	\$249,719	General Manager	\$55,059	<b>\$63,734</b>	2021
<a href="#">Champions Institute</a>	TX	\$251,507	Director	\$49,382	<b>\$49,382</b>	2024
<a href="#">Our Footsteps</a>	TX	\$214,656	Director	\$28,100	<b>\$28,930</b>	2023
<a href="#">The Houston Friendship And Wellness</a>	TX	\$255,665	Vice Preside	\$62,292	<b>\$62,292</b>	2024
<a href="#">Gift4s Giving Individuals The</a>	TX	\$211,333	Executive Dir.	\$50,000	<b>\$50,000</b>	2024
<a href="#">Movie Institute</a>	TX	\$258,885	Coo	\$55,715	<b>\$55,715</b>	2024
<a href="#">Rockteen Youth Foundation</a>	TX	\$266,614	C.o.o.	\$50,000	<b>\$53,587</b>	2022
<a href="#">Legacy Sports Training</a>	TX	\$202,305	Executive Director	\$131,402	<b>\$131,402</b>	2024
<a href="#">Middleman Skateboard Ministries Inc</a>	TX	\$194,013	General Manager-Board Memeber	\$115,421	<b>\$115,421</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Houston Contemporary Dance Company</a>	TX	\$193,231	Executive Di	\$30,000	<b>\$29,227</b>	2025
<a href="#">Joi Community Outreach</a>	TX	\$187,441	Executive Director	\$1,000	<b>\$1,000</b>	2024
<a href="#">Childrens Books On Wheels</a>	TX	\$159,781	President	\$72,800	<b>\$74,950</b>	2023
<a href="#">I Have A Dream Foundation - Dallas</a>	TX	\$311,430	Member	\$44,844	<b>\$44,844</b>	2024
<a href="#">Breitling Performing Arts</a>	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	<b>\$48,500</b>	2024
<a href="#">Rsa Of Dance And Performing Arts</a>	TX	\$347,192	Executive Director	\$48,000	<b>\$48,000</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$1,000–\$131,402; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$234,593); for reference, expenses \$195,298 and assets \$210,663.
ROLE MATCH	Anne Kuo, reported title " <i>Camp Director, Finance Director, Facilities</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	5 <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 (Anne Kuo) 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 20 similarly situated organizations (Same NTEE sector (O50) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,750 is reasonable (approximately the 5<sup>th</sup> 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.