

Creative Adventuresinc

Executive Director / CEO

EIN 522154274

MD · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rosana Azar, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

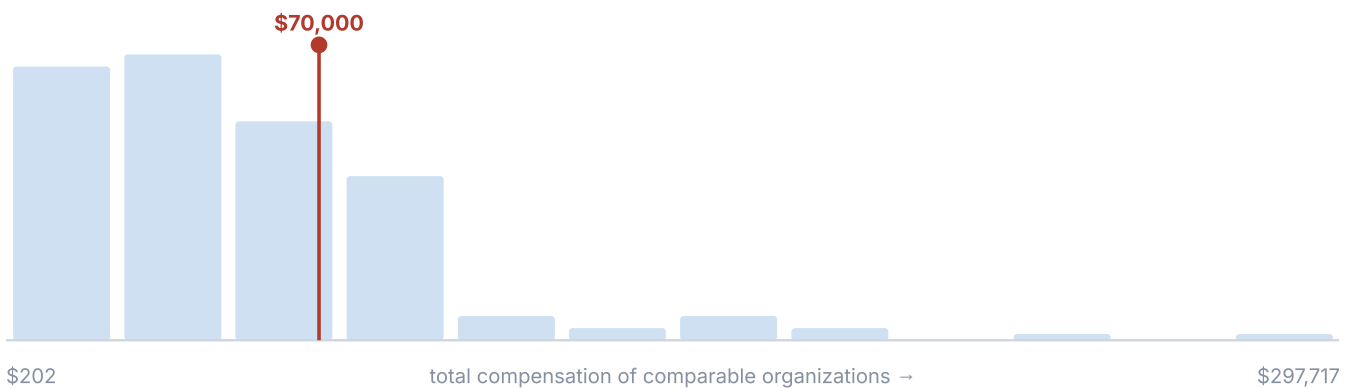
Benchmarked executive: Rosana Azar — reported title “CREATIVE DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$106,028 and \$237,378 — 0.67x to 1.50x the subject's \$158,252 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

169 organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,614	\$24,251	\$45,619	\$71,281	\$95,588	\$70,000
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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 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
Satvatove Institute Inc	FL	\$158,205	Executive Di	\$83,160	\$86,030	2023
The Nourishment Projects Nfp	IL	\$158,876	President	\$90,000	\$97,436	2023
Microfinance Opportunities	MA	\$156,708	Executive Director	\$1,000	\$990	2023
Challenger Learning Center Of	NY	\$155,858	Executive Di	\$25,090	\$24,251	2024
The Gardens Edge Inc	NM	\$154,271	Executive Dir.	\$14,400	\$17,055	2023
Epoch Public Media Seattle	WA	\$164,046	President	\$4,779	\$4,577	2024
Arts Align All Inc	WI	\$164,616	President	\$40,838	\$45,619	2024
The Spark Inc	KS	\$164,994	Executive Director	\$64,231	\$76,415	2023
Hawaii Restaurant Association Educational Foundation	HI	\$150,849	Executive Director	\$25,885	\$24,789	2024
Military Intelligence Corps Association Inc	AZ	\$150,680	Director Of Finance	\$34,131	\$36,147	2023
School For Esoteric Studies Inc	NC	\$150,630	Executive Director	\$30,090	\$33,256	2024
Delaware Careplan Inc	DE	\$166,166	Executive Director	\$15,149	\$15,866	2024
Sc Ag-in-the-classroom Fund	SC	\$167,533	President	\$72,480	\$80,879	2024
Fem Empowerment Movement	CA	\$168,811	Secretary	\$104,168	\$96,212	2024
Developing Radio Partners Inc	DC	\$147,429	President & Ceo	\$70,000	\$67,645	2023
Pacific Rim Education Foundation Inc	HI	\$146,806	Director And Secretary	\$39,463	\$37,791	2024
Lohan School Of Shaolin	NV	\$169,986	Corporate Officer	\$41,875	\$46,223	2023
Solvang School Education Foundation	CA	\$170,182	President & Ceo	\$18,000	\$16,197	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Education In Dance And	NJ	\$170,931	Vice President	\$191,743	\$183,115	2024
Marriage And Relationship Education Center Inc	MD	\$171,221	Executive Director	\$47,508	\$48,911	2023
Research Support Fund	MA	\$171,417	Board President	\$37,776	\$36,310	2024
Beavercreek Freedom Academy	OH	\$144,948	Board Member	\$15,786	\$17,884	2024
The Home Team - Miami Inc	FL	\$173,584	Director	\$79,425	\$79,809	2024
Independent Television Festival Inc	MN	\$174,027	Ceo/executive Director	\$16,667	\$18,136	2023
Fiberglass Reinforced Plastics	MA	\$141,886	Executive Director & Presi	\$65,000	\$64,322	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 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	169 organizations. Compensation range \$202–\$297,717; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$158,252); for reference, expenses \$147,455 and assets \$142,950.
ROLE MATCH	Rosana Azar, reported title " <i>CREATIVE DIRECTOR</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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	74 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	66 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 (Rosana Azar) 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 169 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 74th 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.