

Irish Diaspora Center

Executive Director / CEO

EIN 731649522
 PA · NTEE A23
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Emily Ashinhurst, Executive Director / CEO** (\$90,612) against **every comparable organization** that fit the selection criteria — **164** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

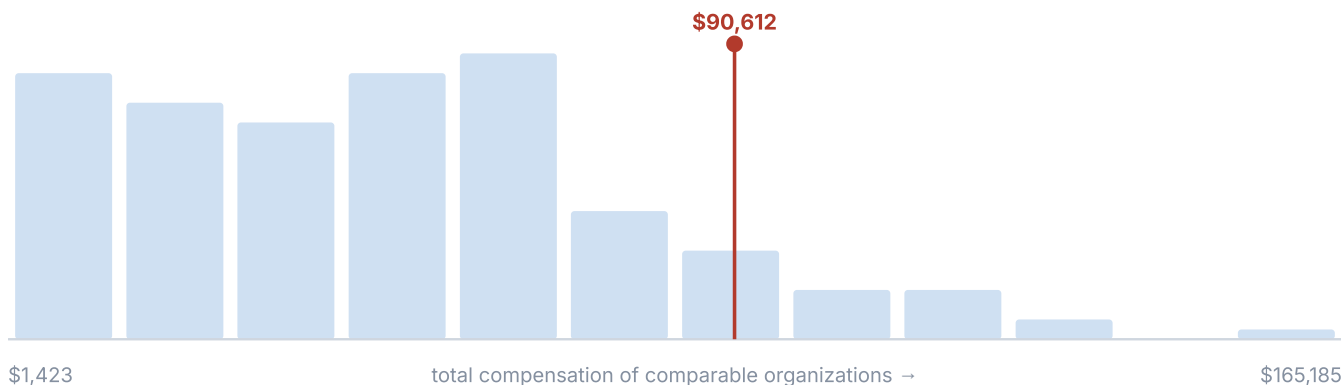
Benchmarked executive: Emily Ashinhurst — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

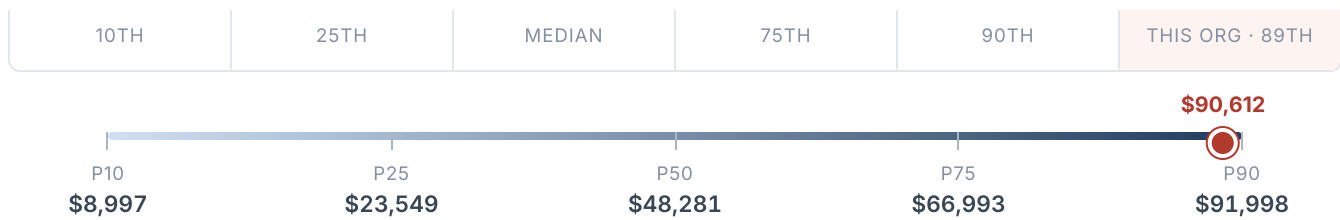
SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$205,906 and \$460,984 — 0.67x to 1.50x the subject's \$307,323 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

164 organizations qualified on sector, size, and geography → **164** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,997	\$23,549	\$48,281	\$66,993	\$91,998	\$90,612
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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 PA 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
Cultural Enrichment Center Of Fort Collins	CO	\$307,911	Executive Director	\$70,955	\$68,226	2023
India Cultural Center Of Greenwich Inc	CT	\$306,484	Executive Dir.	\$127,200	\$116,164	2024
Twelve Gates Arts	PA	\$308,584	Exec Dir./pr	\$64,992	\$64,992	2023
Darul Uloom New Jersey Inc	NJ	\$305,996	President	\$41,100	\$36,798	2023
Klondike Smokey City Community Development Corpora	TN	\$308,713	Executive Director	\$75,000	\$76,786	2024
Black Arts & Culture Alliance Of Chicago	IL	\$309,339	Fmr Exe Dir.	\$61,257	\$58,658	2024
Indiana Latino Expo	IN	\$304,186	Board Member	\$129,489	\$133,004	2024
Capital Area New Mainers Project	ME	\$311,379	Executive Di	\$39,992	\$40,157	2023
Artes De La Rosa Inc	TX	\$311,607	Executive Dir.	\$70,192	\$70,409	2023
Global Alliance Of Indigenous Peoples Gender Justi	NY	\$312,058	Director	\$58,000	\$52,556	2023
Balkan Cultural Center	CA	\$301,138	President	\$22,000	\$19,050	2023
Philippine Cultural Foundation Inc	FL	\$298,020	Senior Vice Chariman	\$37,440	\$33,374	2025
Esselen Tribe Of Monterey County	CA	\$316,920	Secretary	\$76,970	\$66,648	2023
Gwich'in Social And Cultural	AK	\$317,016	President	\$10,717	\$10,274	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bomazeen Land Trust	ME	\$297,541	Co-executive Director/board Member	\$45,604	\$44,478	2024
Central District Forum For Arts & Ideas	WA	\$297,012	Executive Dir.	\$91,129	\$79,468	2024
Inffinito Art & Cultural Foundation Inc	FL	\$317,718	President	\$20,005	\$17,833	2025
Black Lemonade	TN	\$317,743	President Director	\$55,000	\$56,310	2024
Arkansas Culture And Dialog Center	AR	\$295,824	Executive Director	\$81,917	\$89,685	2024
Creative City Kc Inc	MO	\$294,500	Treasurer	\$82,500	\$85,109	2024
Vang Council Of La Crosse	WI	\$321,316	Grant Manager	\$77,189	\$80,837	2023
Advocates For Indigenous California	CA	\$292,769	Executive Dir.	\$65,000	\$56,283	2023
Cambodia Town Inc	CA	\$290,976	Secretary	\$4,500	\$3,897	2023
Centro Cultural Hispano De San Marcos	TX	\$290,437	Staff Administrator	\$24,245	\$23,622	2024
Islamic Leadership Institute Of America Inc	MD	\$289,915	Chief, Research, Academics & Prgms	\$44,950	\$42,141	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **164** organizations. Compensation range \$1,423–\$165,185; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$307,323); for reference, expenses \$390,414 and assets \$193,244.
ROLE MATCH	Emily Ashinhurst, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	89 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	88 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 (Emily Ashinhurst) 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 164 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,612 is reasonable (approximately the 89th 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.