

# Creative Hearts Inc

Executive Director / CEO

EIN 81086598  
 NY · NTEE A25  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Emily Gosweiler, Executive Director / CEO** (\$33,800) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

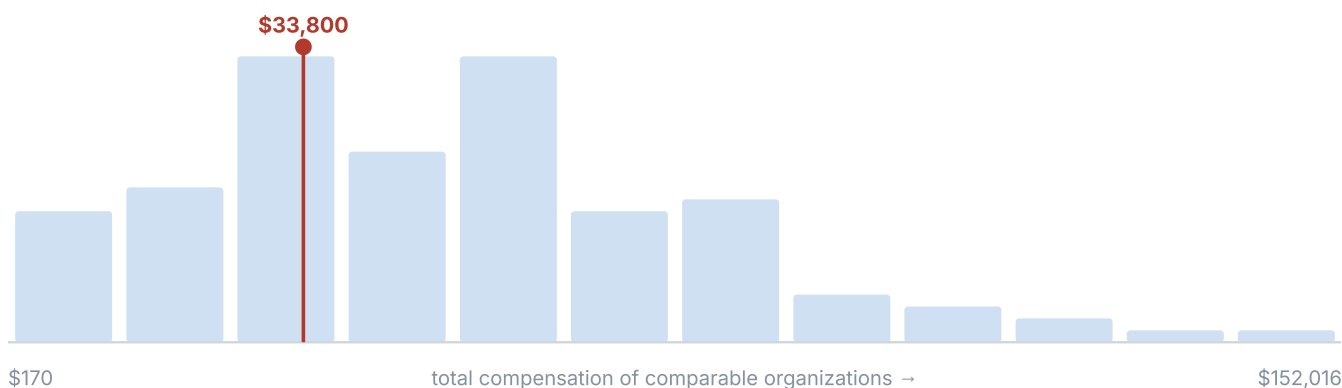
**Benchmarked executive:** Emily Gosweiler — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (A25).
- BUDGET** Total revenue between \$146,583 and \$328,171 — 0.67x to 1.50x the subject's \$218,781 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,846	\$29,106	\$47,931	\$66,985	\$86,471	\$33,800
----------	----------	----------	----------	----------	----------



## ● 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 NY 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="#">Extra Mile Student Center</a>	WA	\$218,788	Executive Director	\$60,000	<b>\$61,203</b>	2023
<a href="#">Lamb Center For Arts And Healing</a>	VA	\$220,347	Executive Dir.	\$78,000	<b>\$85,806</b>	2023
<a href="#">Scalehouse</a>	OR	\$216,997	Executive Director	\$20,000	<b>\$20,554</b>	2024
<a href="#">Freedom Arts And Education Center</a>	MO	\$216,773	Executive Director	\$28,940	<b>\$34,923</b>	2023
<a href="#">Frank Hamilton School Inc</a>	GA	\$216,509	Executive Director	\$18,200	<b>\$20,251</b>	2024
<a href="#">North Country Studio Workshops Inc</a>	NH	\$221,522	Exec. Director	\$20,024	<b>\$19,934</b>	2025
<a href="#">Ruckusroots Inc</a>	CA	\$215,420	Executive Director	\$65,799	<b>\$64,735</b>	2023
<a href="#">National Parks Arts Foundation</a>	NM	\$214,695	President	\$57,500	<b>\$68,440</b>	2024
<a href="#">Gustavo Dudamel Foundation Inc</a>	NY	\$222,977	Director Of Programs	\$42,000	<b>\$43,241</b>	2023
<a href="#">Chautauqua Regional Youth Ballet</a>	NY	\$223,805	Executive Di	\$42,482	<b>\$43,737</b>	2023
<a href="#">Hawkeye Indian Cultural Center Inc</a>	NC	\$213,614	Executive Dir.	\$1,400	<b>\$1,560</b>	2025
<a href="#">Michigan Arts Access</a>	MI	\$213,518	Executive Di	\$46,000	<b>\$52,544</b>	2024
<a href="#">Turning The Wheel Productions Inc</a>	CO	\$224,442	Facilitatorcoordinator	\$37,338	<b>\$40,791</b>	2023
<a href="#">Day li Day Foundation Inc</a>	CA	\$213,010	President & Ceo	\$60,500	<b>\$59,521</b>	2023
<a href="#">Artworks For Milwaukee Inc</a>	WI	\$224,879	Executive Director	\$54,615	<b>\$63,121</b>	2024
<a href="#">Small School Inc</a>	NC	\$212,051	Chairman	\$102,000	<b>\$116,633</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Artists Open Studio Inc</a>	OH	\$211,752	Executive Di	\$19,600	<b>\$22,973</b>	2024
<a href="#">Blackstone Valley Music And Performing Arts Collab</a>	MA	\$226,728	President	\$17,348	<b>\$16,807</b>	2025
<a href="#">Light Industry Cinema Projects Ltd</a>	NY	\$226,957	Director	\$30,050	<b>\$30,050</b>	2024
<a href="#">Fireweed Community Woodshop</a>	MN	\$209,199	Pollinator	\$39,997	<b>\$45,028</b>	2023
<a href="#">Southwest Judges Network</a>	CA	\$228,462	Vice President	\$1,000	<b>\$931</b>	2025
<a href="#">Northwest Arts Center</a>	WA	\$208,548	Executive Dir.	\$27,000	<b>\$27,542</b>	2023
<a href="#">Hamilton-garrett Music And Arts Academy Inc</a>	MA	\$229,235	Executive Director	\$87,447	<b>\$86,962</b>	2024
<a href="#">Arts A L Inc</a>	FL	\$207,356	Executive Director	\$80,250	<b>\$85,893</b>	2023
<a href="#">Cincinnati Music &amp; Wellness Coalition</a>	OH	\$230,257	Ceo	\$50,000	<b>\$58,606</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	122 organizations. Compensation range \$170–\$152,016; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$218,781); for reference, expenses \$140,010 and assets \$226,166.
ROLE MATCH	Emily Gosweiler, reported title " <i>DIRECTOR</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	32 <sup>nd</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 (Emily Gosweiler) 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 122 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,800 is reasonable (approximately the 34<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.