

Artemis Endeavor Inc

Executive Director / CEO

EIN 815235596
 NY · NTEE P80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Pin Lu, Executive Director / CEO** (\$24,980) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47th** percentile of comparable organizations within the typical range

Benchmarked executive: Pin Lu — 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 (P80).
BUDGET	Total revenue between \$26,801 and \$60,003 — 0.67x to 1.50x the subject's \$40,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

139 organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,333	\$11,955	\$26,758	\$47,820	\$77,200	\$24,980
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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 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
Altruistry Foundation Inc	FL	\$40,173	Executive Director / Secretary	\$96,000	\$99,803	2024
Learning For Success Inc	FL	\$39,790	Board Member	\$1,500	\$1,519	2025
The Jimmy Carroll Foundation	NC	\$39,679	Executive Di	\$65,000	\$76,521	2023
The Esther Jeanette Shumpert Walker	SC	\$40,413	Ceo/presiden	\$193,204	\$229,644	2023
Center For Justice & Freedom Inc	NY	\$40,462	President	\$291,667	\$291,667	2024
National Association Of Police Organizations Relief Fund	VA	\$39,512	Executive Direcor And General Counsel	\$64,655	\$71,126	2023
The Roo Crew	SC	\$40,507	Director	\$17,760	\$21,110	2023
Olean-bradford Ymca Foundation Inc	NY	\$40,552	Ceo, Secretary	\$9,047	\$9,314	2023
Edinburgh Usa Pro-am Foundation	MN	\$40,648	Chairman/gambling Manager	\$13,500	\$14,762	2024
Dorothys Daugther	CA	\$40,698	Ceo	\$32,400	\$30,961	2024
Union Towers Senior Citizens Inc	MA	\$40,791	Executive Director	\$18,937	\$18,832	2024
Athletes Services Network America	TX	\$39,192	Commissioner	\$25,200	\$27,896	2024
Texas Neighborhood Services Education Fo	TX	\$39,022	Executive Director	\$16,845	\$19,199	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Presbyterian Homes And Services	KY	\$41,085	President/ceo	\$2,126	\$2,603	2023
Northeast Care Center Inc	OH	\$41,200	Executive Director	\$19,128	\$23,082	2023
Family And Community Services Of	OH	\$41,263	Exec Director	\$2,132	\$2,499	2024
Vocal-ny Action Fund Inc	NY	\$38,650	Co-executive Director	\$43,682	\$44,972	2023
Center For Urban Families Fund Inc	MD	\$38,637	President/founder	\$283,238	\$301,698	2023
The Dream Catcher Foundationinc	CA	\$41,718	Executive Di	\$12,621	\$12,061	2024
Chase Memorial Community Center Inc	NY	\$38,242	Ceo (From 8/1/23)	\$29,359	\$29,359	2024
Warriors Weekend	TX	\$38,215	President	\$48,000	\$53,136	2024
Friends Of Abilities First	MO	\$37,795	Executive Di	\$35,133	\$41,180	2024
American Outreach Foundation	CA	\$42,434	President	\$8,213	\$7,848	2024
Fort Wayne Rescue Mission	IN	\$37,564	Former Ceo	\$40,226	\$46,945	2024
Polack Adult Day Center	WA	\$42,466	Ceo	\$65,540	\$64,937	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.

■ Sample, role match & sensitivity

PEER COUNT	139 organizations. Compensation range \$379–\$301,698; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$40,002); for reference, expenses \$97,488 and assets \$148,059. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Pin Lu, reported title " <i>Executive Director</i> "; benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	47 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	33 rd

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 (Pin Lu) 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 139 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$24,980 is reasonable (approximately the 47th 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.