

Capital Area New Mainers Project

Executive Director / CEO

EIN 822409525

ME · NTEE A23

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Myers Asch, Executive Director / CEO** (\$39,992) against **every comparable organization** that fit the selection criteria — **163** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

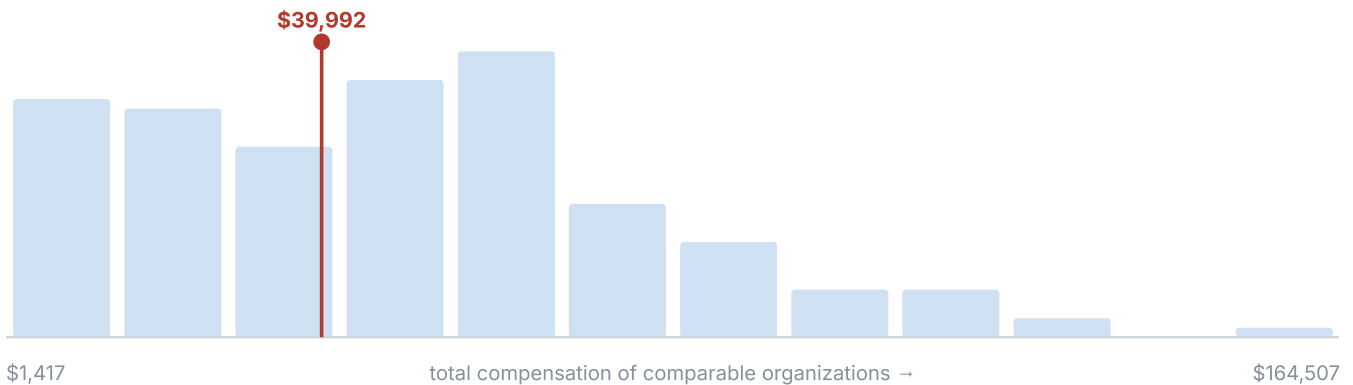
Benchmarked executive: Chris Myers Asch — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$208,623 and \$467,068 — 0.67x to 1.50x the subject's \$311,379 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

163 organizations qualified on sector, size, and geography → **163** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,280	\$24,463	\$48,633	\$67,668	\$91,710	\$39,992
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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 ME 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
Artes De La Rosa Inc	TX	\$311,607	Executive Dir.	\$70,192	\$70,120	2023
Global Alliance Of Indigenous Peoples Gender Justi	NY	\$312,058	Director	\$58,000	\$52,340	2023
Black Arts & Culture Alliance Of Chicago	IL	\$309,339	Fmr Exe Dir.	\$61,257	\$58,417	2024
Klondike Smokey City Community Development Corpora	TN	\$308,713	Executive Director	\$75,000	\$76,471	2024
Twelve Gates Arts	PA	\$308,584	Exec Dir./pr	\$64,992	\$64,725	2023
Cultural Enrichment Center Of Fort Collins	CO	\$307,911	Executive Director	\$70,955	\$67,946	2023
Irish Diaspora Center	PA	\$307,323	Executive Di	\$90,612	\$90,240	2023
India Cultural Center Of Greenwich Inc	CT	\$306,484	Executive Dir.	\$127,200	\$115,688	2024
Darul Uloom New Jersey Inc	NJ	\$305,996	President	\$41,100	\$36,647	2023
Esselen Tribe Of Monterey County	CA	\$316,920	Secretary	\$76,970	\$66,375	2023
Gwich'in Social And Cultural	AK	\$317,016	President	\$10,717	\$10,232	2023
Inffinito Art & Cultural Foundation Inc	FL	\$317,718	President	\$20,005	\$17,759	2025
Black Lemonade	TN	\$317,743	President Director	\$55,000	\$56,079	2024
Indiana Latino Expo	IN	\$304,186	Board Member	\$129,489	\$132,458	2024
Vang Council Of La Crosse	WI	\$321,316	Grant Manager	\$77,189	\$80,505	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Balkan Cultural Center	CA	\$301,138	President	\$22,000	\$18,972	2023
Philippine Cultural Foundation Inc	FL	\$298,020	Senior Vice Chariman	\$37,440	\$33,237	2025
Kyoungs Pacific Beat Inc	NY	\$324,992	Executive Dir.	\$40,000	\$36,097	2023
Bomazeen Land Trust	ME	\$297,541	Co-executive Director/board Member	\$45,604	\$44,296	2024
Central District Forum For Arts & Ideas	WA	\$297,012	Executive Dir.	\$91,129	\$79,142	2024
Arkansas Culture And Dialog Center	AR	\$295,824	Executive Director	\$81,917	\$89,317	2024
Creative City Kc Inc	MO	\$294,500	Treasurer	\$82,500	\$84,759	2024
Iu Mien Community Services	CA	\$328,273	Executive Director	\$66,560	\$55,751	2024
Extend	NY	\$328,827	Director	\$85,533	\$74,972	2024
Elegba Folklore Society Inc	VA	\$329,430	President Artistic Director	\$50,435	\$48,632	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 **163** organizations. Compensation range \$1,417–\$164,507; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$311,379); for reference, expenses \$307,667 and assets \$406,231.

ROLE MATCH	Chris Myers Asch, 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	1 peer 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	40 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	39 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 (Chris Myers Asch) 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 163 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,992 is reasonable (approximately the 40th 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.