

Arteeast Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Ginou Choueiri, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

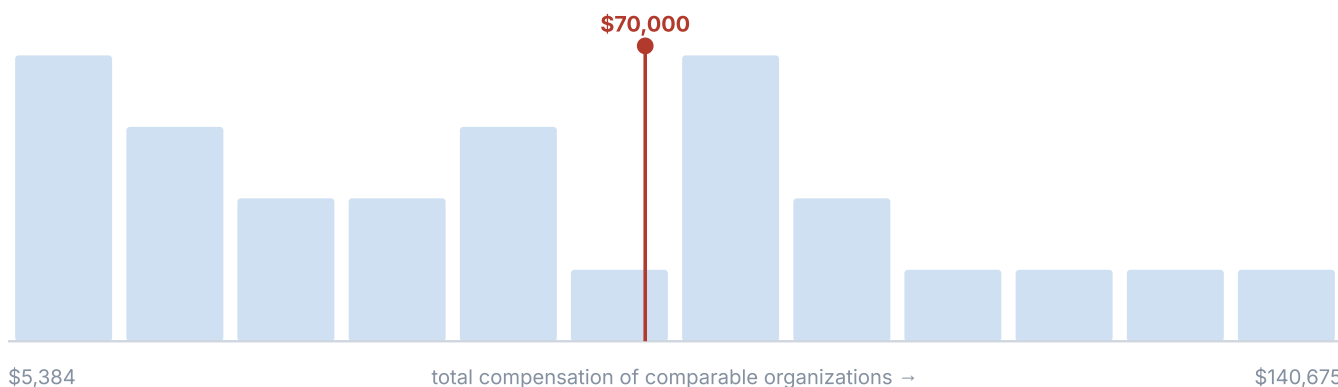
Benchmarked executive: Ginou Choueiri — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (A23). |
| BUDGET | Total revenue between \$232,821 and \$521,242 — 0.67x to 1.50x the subject's \$347,495 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (A23) + NY + budget 0.67–1.5x revenue. |

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|----------|
| \$10,100 | \$24,112 | \$59,713 | \$77,216 | \$107,933 | \$70,000 |
|----------|----------|----------|----------|-----------|----------|



■ 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 |
|---|-------|-----------|------------------------|-----------------|------------------|------|
| Welsh North American Association Inc | NY | \$345,937 | Executive Secr. | \$50,575 | \$50,575 | 2024 |
| Mexico Beyond Mariachi Inc | NY | \$330,935 | Ceo/executive Director | \$19,757 | \$19,248 | 2025 |
| Extend | NY | \$328,827 | Director | \$85,533 | \$85,533 | 2024 |
| Exhibit J Inc | NY | \$366,615 | Director | \$101,825 | \$104,833 | 2023 |
| Greek America Cultural And | NY | \$367,037 | President | \$44,000 | \$45,300 | 2023 |
| Kyoungs Pacific Beat Inc | NY | \$324,992 | Executive Dir. | \$40,000 | \$41,181 | 2023 |
| Alliance Francaise Of Westchester | NY | \$372,319 | Executive Di | \$64,104 | \$64,104 | 2024 |
| Yaffa Cultural Arts Inc | NY | \$379,572 | Executive Director | \$28,064 | \$28,893 | 2023 |
| Global Alliance Of Indigenous Peoples Gender Justi | NY | \$312,058 | Director | \$58,000 | \$59,713 | 2023 |
| Dance Parade Inc | NY | \$394,841 | Brd&exec Dir | \$24,750 | \$24,112 | 2025 |
| Bundled Arrows Inc | NY | \$398,839 | Director | \$7,416 | \$7,416 | 2024 |
| Aspiring Leaders Enrichment Center Inc | NY | \$411,858 | President | \$17,050 | \$17,050 | 2024 |
| Caribbeing Inc | NY | \$414,535 | Executive Dir. | \$14,125 | \$14,125 | 2024 |
| New York Society Of Eye Physicians And Surgeons Inc | NY | \$415,660 | Executive Director | \$136,639 | \$140,675 | 2023 |
| Descendants Of Holocaust Survivors | NY | \$279,204 | Executive Director | \$74,946 | \$74,946 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|--|-------|-----------|------------------------|-----------------|------------------|------|
| Blackspace Urbanist Collective Inc | NY | \$432,714 | Comanaging Director | \$110,000 | \$110,000 | 2024 |
| Koreanamericanstoryorg Inc | NY | \$442,460 | Executive Director | \$75,001 | \$77,216 | 2023 |
| Harambee Kingston Ny | NY | \$249,748 | Ceo/executive Director | \$75,824 | \$75,824 | 2024 |
| Mendigap Inc | NY | \$247,501 | President & Director | \$5,230 | \$5,384 | 2023 |
| African American Cultural Center | NY | \$244,009 | President | \$6,000 | \$6,177 | 2023 |
| Hbcu First Inc | NY | \$457,238 | Chairman Of | \$120,000 | \$120,000 | 2024 |
| 100 People Foundation Inc | NY | \$466,693 | President | \$74,525 | \$74,525 | 2024 |
| Subject Matter Inc | NY | \$487,822 | Co-executive Director | \$60,000 | \$60,000 | 2024 |
| New York Chinese Cultural Center Inc | NY | \$493,915 | Executive Director | \$85,500 | \$85,500 | 2024 |
| Brooklyn Japanese American Family | NY | \$514,591 | President | \$34,776 | \$35,803 | 2023 |

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 25 organizations. Compensation range \$5,384–\$140,675; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$347,495); for reference, expenses \$287,416 and assets \$139,615.

ROLE MATCH Ginou Choueiri, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

| BASIS | SUBJECT PERCENTILE |
|---|--------------------|
| Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default | 60 th |
| Total compensation (D + F), as reported (no adjustments) | 60 th |
| Reportable pay only (column D), adjusted | 64 th |
| All sources (D + E + F), adjusted | 60 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 (Ginou Choueiri) 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 10, 2026, comparing compensation against 25 similarly situated organizations (Same NTEE sector (A23) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 60th 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 10, 2026.