

# Center For Environmental Structure

Executive Director / CEO

EIN 946135777

CA · NTEE A41E

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Artemis Anninou, Executive Director / CEO** (\$30,048) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Artemis Anninou — reported title “SECRETARY, 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

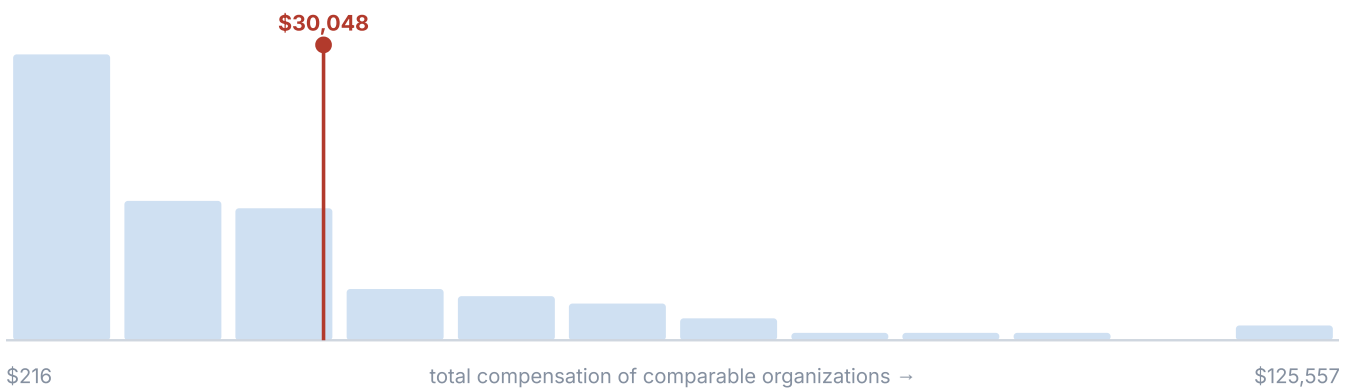
**SECTOR** Organizations sharing the subject's NTEE classification (A41E).

**BUDGET** Total revenue between \$25,998 and \$58,206 — 0.67x to 1.50x the subject's \$38,804 (the band tightens as size grows).

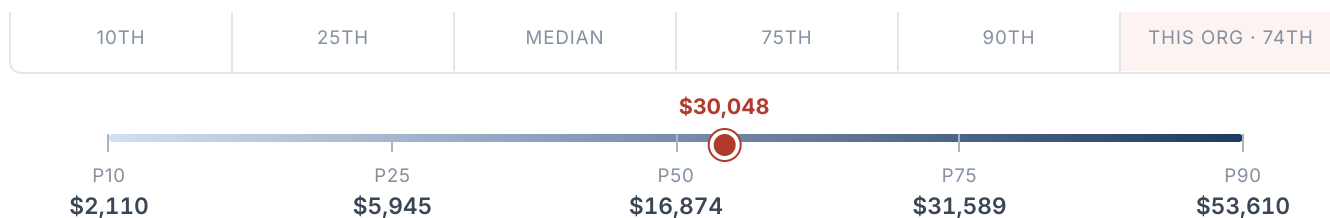
**GEOGRAPHY** Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,110	\$5,945	\$16,874	\$31,589	\$53,610	\$30,048
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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 CA 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="#">Beavercreek Historical Society</a>	OH	\$38,924	Director	\$1,680	<b>\$2,061</b>	2024
<a href="#">Rogers Museum Foundation</a>	AR	\$38,934	Acting Executive Director	\$36,000	<b>\$46,862</b>	2024
<a href="#">North Shore Historical Museum Inc</a>	NY	\$38,653	Former Director	\$5,025	<b>\$5,259</b>	2024
<a href="#">Dellilah Charity Inc</a>	CA	\$38,650	Officer	\$18,655	<b>\$18,655</b>	2024
<a href="#">Phoenix Art Museum Endowment Fund Inc</a>	AZ	\$38,958	Ceo	\$4,148	<b>\$4,757</b>	2023
<a href="#">Thiokol Memorial Project</a>	GA	\$38,496	Adviser	\$500	<b>\$582</b>	2024
<a href="#">The Centralia Area Historical</a>	IL	\$39,167	Executive Di	\$8,554	<b>\$9,739</b>	2024
<a href="#">Sayat Nova Dance Co Inc</a>	MA	\$39,235	Officer	\$12,000	<b>\$12,856</b>	2023
<a href="#">Seattle Piano Institute Inc</a>	WA	\$37,538	Artistic Dir	\$3,500	<b>\$3,629</b>	2024
<a href="#">Allentown Public Theatre</a>	PA	\$40,250	President	\$8,070	<b>\$9,320</b>	2024
<a href="#">Long Island Association Of The</a>	NY	\$36,905	Chairman	\$4,500	<b>\$4,848</b>	2023
<a href="#">Decatur Fine Arts Academy Inc</a>	GA	\$41,280	President, Ceo	\$9,390	<b>\$11,257</b>	2023
<a href="#">Center On Modernity In Transition</a>	NC	\$36,231	Consultant	\$55,000	<b>\$65,813</b>	2024
<a href="#">Michael S Rosen Foundation</a>	NY	\$41,453	Secretary	\$30,887	<b>\$32,322</b>	2024
<a href="#">Combat Diver Foundation</a>	FL	\$41,576	President	\$2,100	<b>\$2,285</b>	2024
<a href="#">Northwest Collaborative Center</a>	WA	\$35,940	President	\$6,240	<b>\$6,470</b>	2024
<a href="#">Miami Arts Commission</a>	AZ	\$35,513	Executive Director	\$2,105	<b>\$2,413</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greater Buckeye Lake Historical Society</a>	OH	\$42,419	Director	\$20,000	<b>\$25,256</b>	2023
<a href="#">Center For Technology &amp; Innovation Inc</a>	NY	\$35,089	Executive Director	\$6,600	<b>\$7,111</b>	2023
<a href="#">Goethe House Wisconsin Inc</a>	WI	\$42,578	Executive Director	\$21,506	<b>\$26,010</b>	2024
<a href="#">Quasimondo Inc</a>	WI	\$34,937	Executive Dir. (Non-voting)	\$45,760	<b>\$55,345</b>	2024
<a href="#">Alaska Jewish Historical Museum &amp;</a>	AK	\$34,613	Museum Curator	\$54,577	<b>\$60,426</b>	2024
<a href="#">Shirley Plantation Foundation</a>	VA	\$34,428	President	\$1,154	<b>\$1,290</b>	2024
<a href="#">Potters House Community Develo</a>	FL	\$43,271	Pd	\$24,494	<b>\$28,559</b>	2022
<a href="#">Hellbender Gathering Of Poets Inc</a>	NC	\$34,092	President	\$86,667	<b>\$103,706</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 102 organizations. Compensation range \$216–\$125,557; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$38,804); for reference, expenses \$238,338 and assets \$710,929. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Artemis Anninou, reported title " <i>SECRETARY, 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	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	75 <sup>th</sup>
Reportable pay only (column D), adjusted	81 <sup>st</sup>
All sources (D + E + F), adjusted	67 <sup>th</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 (Artemis Anninou) 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 102 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,048 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.