

# Haiti Cultural Exchange Inc

Executive Director / CEO

EIN 342034041

NY · NTEE P84

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Regine Roumain, Executive Director / CEO** (\$84,000) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Regine Roumain — 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 (P84).

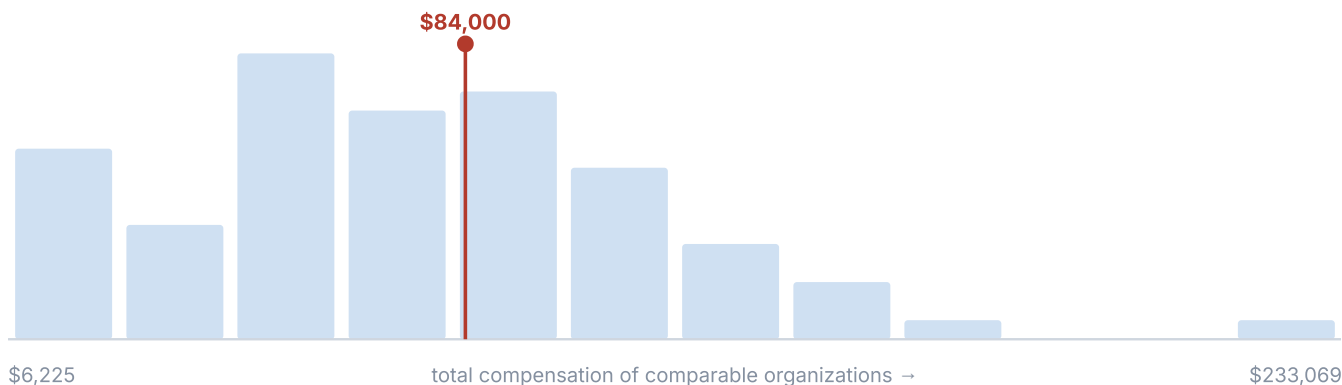
**BUDGET** Total revenue between \$324,420 and \$726,313 — 0.67x to 1.50x the subject's \$484,209 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P84), nationwide + budget 0.67–1.5x revenue.

**75** organizations qualified on sector, size, and geography

→ **75** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,157	\$47,161	\$70,327	\$100,286	\$123,314	\$84,000
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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
<a href="#">Uniendo Sentimientos Oregon</a>	OR	\$484,457	Executive Director	\$35,072	<b>\$37,108</b>	2023
<a href="#">Irish Immigration Pastoral Center</a>	CA	\$481,410	President	\$49,332	<b>\$47,141</b>	2024
<a href="#">La Plaza</a>	CO	\$478,802	Executive Di	\$51,003	<b>\$54,122</b>	2024
<a href="#">New Neighbors Partnership Association</a>	NY	\$491,695	Executive Director	\$70,140	<b>\$70,140</b>	2024
<a href="#">Una Mano Una Esperanza</a>	CO	\$494,859	Executive Director	\$13,100	<b>\$13,901</b>	2024
<a href="#">We Are One New Jersey Inc</a>	NJ	\$497,755	Trustee	\$6,300	<b>\$6,225</b>	2024
<a href="#">Together &amp; Free Inc</a>	NY	\$465,803	Executive Director	\$125,000	<b>\$128,692</b>	2023
<a href="#">Milestone Community Developmen</a>	MN	\$464,045	Executive Dr	\$89,048	<b>\$97,374</b>	2024
<a href="#">Upper Midwest American Indian Center</a>	MN	\$460,962	Executive Director	\$30,251	<b>\$34,057</b>	2023
<a href="#">Pennsylvania Hias Indigent Immigrant</a>	PA	\$460,825	Executive Director	\$23,826	<b>\$26,294</b>	2024
<a href="#">New Women New Yorkers Inc</a>	NY	\$460,184	Ceo	\$68,646	<b>\$70,674</b>	2023
<a href="#">Gateway Of Grace</a>	TX	\$455,143	Executive Director And Founder	\$89,000	<b>\$101,433</b>	2023
<a href="#">Alimentando Al Pueblo</a>	WA	\$454,363	Executive Dir.	\$52,722	<b>\$53,779</b>	2023
<a href="#">Woori Center</a>	PA	\$515,095	Executive Director	\$65,346	<b>\$72,115</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hispanic Liaison Of Chatham County</a>	NC	\$450,071	Executive Di	\$76,248	<b>\$87,187</b>	2024
<a href="#">Hearts And Homes For Refugees</a>	NY	\$520,937	Founder & President	\$45,000	<b>\$45,000</b>	2024
<a href="#">Iowa Congolese Organization And</a>	IA	\$446,134	President	\$19,644	<b>\$24,506</b>	2023
<a href="#">Garces Family Foundation</a>	PA	\$444,097	Executive Director	\$108,673	<b>\$119,930</b>	2024
<a href="#">El Pueblo</a>	MS	\$443,718	Executive Director	\$55,167	<b>\$70,003</b>	2023
<a href="#">Life Of Hope</a>	NY	\$527,060	Executive Di	\$55,908	<b>\$57,559</b>	2023
<a href="#">True Alliance Center Inc</a>	MA	\$532,399	President	\$88,765	<b>\$90,880</b>	2023
<a href="#">Springs Of Living Water</a>	HI	\$433,016	President	\$20,250	<b>\$20,656</b>	2023
<a href="#">Hispanic American Mission Inc</a>	OK	\$432,272	Board Membervice President	\$53,250	<b>\$64,889</b>	2024
<a href="#">Su Casa Columbus Inc</a>	IN	\$428,724	Executive Director	\$40,385	<b>\$48,523</b>	2023
<a href="#">Tabithas Heart</a>	MN	\$427,948	Executive Director	\$49,500	<b>\$54,128</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** 75 organizations. Compensation range \$6,225–\$233,069; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$484,209); for reference, expenses \$540,994 and assets \$433,642.

ROLE MATCH	Regine Roumain, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	63 <sup>rd</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Regine Roumain) 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 75 similarly situated organizations (Same NTEE sector (P84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$84,000 is reasonable (approximately the 59<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.