

Haitian American Museum Of Chicago

Executive Director / CEO

EIN 460659222

IL · NTEE A62

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elsie Hernandez, Executive Director / CEO** (\$31,731) against **every comparable organization** that fit the selection criteria — **120** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (A62).

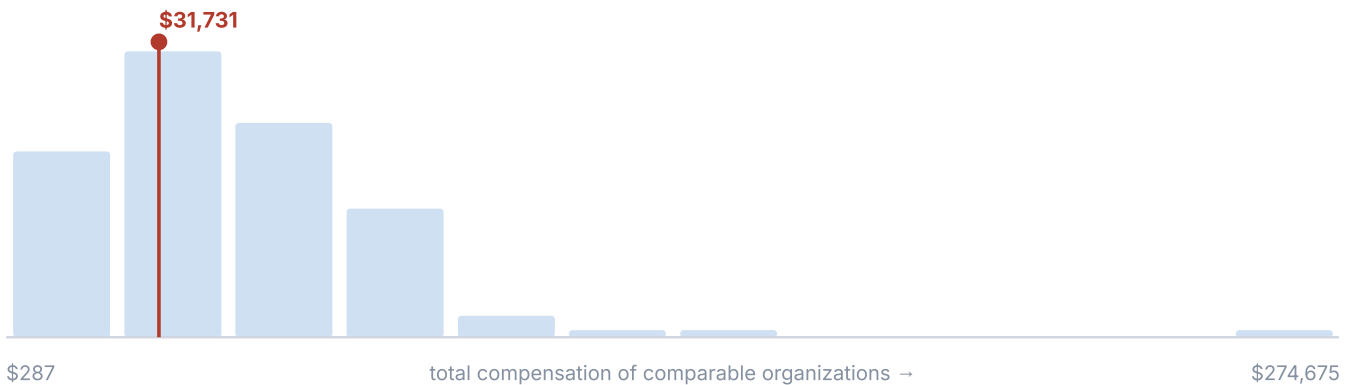
BUDGET Total revenue between \$236,325 and \$529,087 — 0.67x to 1.50x the subject's \$352,725 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A62), nationwide + budget 0.67–1.5x revenue.

120 organizations qualified on sector, size, and geography

→ **120** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,394	\$27,144	\$42,485	\$63,077	\$84,134	\$31,731
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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 IL 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
Race Dance Company	OK	\$355,787	Executive Director	\$33,600	\$36,664	2025
Chicago National Association Of	IL	\$356,604	Principal	\$14,000	\$14,414	2023
Central Indiana Dance Ensemble	IN	\$359,628	Artistic Director	\$21,900	\$22,885	2025
Flyaway Productions	CA	\$360,501	Director	\$40,241	\$35,345	2024
Lake Tahoe Dance Collective	CA	\$344,486	Exec/artist Dir	\$28,667	\$25,179	2024
Jess Curtisgravity Inc	CA	\$341,407	Director/exec. Dir. (Starting Mar.)	\$47,535	\$41,751	2024
Motion Pacific Dance Inc	CA	\$365,970	President	\$17,955	\$15,770	2024
Wilmington Ballet Academy Of The	DE	\$338,674	Executive And Artistic Director	\$56,650	\$58,088	2023
Salt Contemporary Dance Inc	UT	\$370,480	Admin. Direc	\$30,700	\$32,905	2023
Diversity Of Dance Inc	NY	\$334,776	Artistic Director	\$15,825	\$14,975	2023
Modern Motion	NJ	\$371,139	Executive Dir.	\$51,345	\$46,630	2024
Robert Moses Kin	CA	\$333,756	Artistic Dir.	\$10,868	\$9,300	2025
Dance Heginbotham Inc	NY	\$372,989	Artistic Dir	\$14,675	\$13,141	2025
Dimensions Dance Company	MO	\$328,909	President	\$69,500	\$77,087	2023
Threads Dance Project	MN	\$328,049	Executive Director	\$46,325	\$46,560	2024
Santa Barbara Festival Ballet	CA	\$326,642	Conservatory Director	\$17,262	\$15,162	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Art Sweats Inc	NY	\$379,913	Executive Director	\$40,270	\$38,107	2023
Invertigo Dance Theatre	CA	\$380,509	President/board Member	\$89,812	\$81,215	2023
Afro Brazil Arts Inc	NY	\$324,806	Board Chair, President	\$87,880	\$80,774	2024
Friends Of Olympia Station Inc	CA	\$324,338	Executive Dir.	\$60,000	\$51,341	2025
Latsky Dance Inc	NY	\$324,119	Treasurer	\$63,500	\$60,090	2023
Turning Pointe School Of Dance	MI	\$381,647	Executive Di	\$48,950	\$51,392	2024
Third Law Dancetheater	CO	\$382,025	Executive Director	\$68,917	\$67,218	2024
The Pop-up Project	TN	\$321,591	Executive Director	\$51,923	\$55,516	2024
Dallas Ballet Company	TX	\$384,296	Director	\$12,000	\$12,210	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	120 organizations. Compensation range \$287–\$274,675; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$352,725); for reference, expenses \$332,188 and assets \$122,924.
ROLE MATCH	Elsie Hernandez, reported title " <i>FOUNDER CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 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	29 th
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	29 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 (Elsie Hernandez) 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 120 similarly situated organizations (Same NTEE sector (A62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,731 is reasonable (approximately the 29th 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.