

# Academy Of Himalayan Art And Childr

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Yankun Duan, Executive Director / CEO** (\$25,000) against **every comparable organization** that fit the selection criteria — **169** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

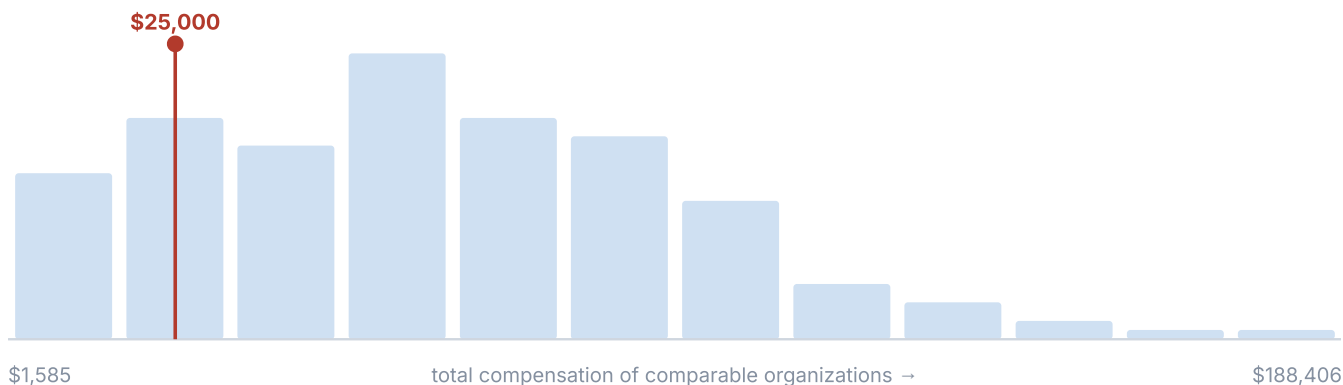
**Benchmarked executive:** Yankun Duan — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$272,020 and \$609,001 — 0.67x to 1.50x the subject's \$406,001 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

**169** organizations qualified on sector, size, and geography → **169** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,909	\$34,586	\$60,280	\$84,014	\$107,251	\$25,000
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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 HI 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="#">Freetown Village Inc</a>	IN	\$406,571	Executive Director	\$62,400	<b>\$71,391</b>	2024
<a href="#">Sofia Quintero Art &amp; Cultural</a>	OH	\$407,509	Executive Director	\$73,390	<b>\$86,821</b>	2023
<a href="#">Cultural Coalition Inc</a>	AZ	\$403,582	Executive Dir.	\$62,292	<b>\$64,994</b>	2024
<a href="#">International Muslim Outreach Inc</a>	FL	\$403,502	Executive Director	\$110,000	<b>\$112,109</b>	2024
<a href="#">Pacific Community Of Alaska</a>	AK	\$402,914	Executive Director	\$100,300	<b>\$107,105</b>	2023
<a href="#">Salem Multi Institute</a>	OR	\$402,048	Executive Director	\$50,000	<b>\$51,862</b>	2023
<a href="#">Michigan Black Expo Inc</a>	MI	\$410,971	President	\$49,918	<b>\$57,549</b>	2023
<a href="#">Aspiring Leaders Enrichment Center Inc</a>	NY	\$411,858	President	\$17,050	<b>\$16,715</b>	2024
<a href="#">Bundled Arrows Inc</a>	NY	\$398,839	Director	\$7,416	<b>\$7,270</b>	2024
<a href="#">Indigenous Language Institute</a>	NM	\$413,452	Executive Di	\$72,000	<b>\$84,014</b>	2024
<a href="#">Ujima Mens Collective Inc</a>	FL	\$414,105	President And Program Directoor	\$76,500	<b>\$80,270</b>	2023
<a href="#">Caribbeing Inc</a>	NY	\$414,535	Executive Dir.	\$14,125	<b>\$13,848</b>	2024
<a href="#">Indigenous Performance Productions A Nonprofit Corporation</a>	WA	\$415,091	President	\$60,000	<b>\$58,279</b>	2024
<a href="#">We Are The Culture Creators Nonprofit</a>	MI	\$396,365	Executive Director	\$30,000	<b>\$34,586</b>	2023
<a href="#">New York Society Of Eye Physicians And Surgeons Inc</a>	NY	\$415,660	Executive Director	\$136,639	<b>\$137,909</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Latino Music Education Network</a>	CA	\$395,124	Member Board Of Directors	\$20,000	<b>\$19,290</b>	2023
<a href="#">Dance Parade Inc</a>	NY	\$394,841	Brd&exec Dir	\$24,750	<b>\$23,638</b>	2025
<a href="#">Mandala South Asian Performing Arts Inc</a>	IL	\$394,781	Executive Artistic Director	\$55,000	<b>\$58,662</b>	2024
<a href="#">Fanm Saj Inc</a>	FL	\$392,782	Director	\$58,359	<b>\$59,478</b>	2024
<a href="#">Navi Journey Corp</a>	NJ	\$389,669	Author	\$125,000	<b>\$124,656</b>	2023
<a href="#">Bihl Haus Arts Inc</a>	TX	\$388,480	Executive Dir.	\$91,088	<b>\$101,771</b>	2023
<a href="#">Hispanic League</a>	NC	\$385,109	Executive Director Through September 2024	\$55,531	<b>\$62,249</b>	2024
<a href="#">Knowyourroots</a>	CA	\$383,619	President	\$27,000	<b>\$25,293</b>	2024
<a href="#">Robert Oneal Multicultural Arts Center</a>	OH	\$383,283	Ceo	\$20,566	<b>\$24,330</b>	2023
<a href="#">Yaffa Cultural Arts Inc</a>	NY	\$379,572	Executive Director	\$28,064	<b>\$28,325</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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** 169 organizations. Compensation range \$1,585–\$188,406; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$406,001); for reference, expenses \$426,159 and assets \$2,086,626.

<b>ROLE MATCH</b>	Yankun Duan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	2 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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 (Yankun Duan) 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 169 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,000 is reasonable (approximately the 19<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.