

Holland Childrens Movement

Executive Director / CEO

EIN 463963129
 NE · NTEE A01
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Hadley Richters, Executive Director / CEO** (\$42,825) against **every comparable organization** that fit the selection criteria — **611** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A01).
BUDGET	Total revenue between \$74,229 and \$166,186 — 0.67x to 1.50x the subject's \$110,791 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

611 organizations qualified on sector, size, and geography → **611** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,720	\$11,195	\$23,713	\$42,124	\$59,711	\$42,825
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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 NE 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
The Midwest Writing Center	IL	\$110,753	Executive Director	\$33,497	\$30,618	2023
Denizen Theatre Inc	NY	\$110,746	Secretary/treasurer	\$19,980	\$16,305	2024
Philadelphia Dance Projects	PA	\$111,022	Executive Di	\$4,000	\$3,509	2025
The Arts Project Inc	MD	\$110,552	Executive Director	\$24,559	\$20,735	2024
Trilogy An Opera Company	NJ	\$111,031	Artisticexecutive Director	\$19,150	\$15,441	2024
Shelton Historical Society Inc	CT	\$111,059	Executive Director	\$24,445	\$20,699	2024
Belton Center For The Arts	SC	\$111,131	Executive Director	\$35,077	\$33,047	2024
Trent House Association Inc	NJ	\$111,226	Interim Executive Director	\$6,000	\$4,981	2023
Opheliasmedia Films Inc	GA	\$111,500	Director	\$45,950	\$41,724	2024
Art In The Atrium Inc	NJ	\$110,017	Ceo	\$54,985	\$44,334	2024
Highland Historical Society	VA	\$111,650	Executive Di	\$19,240	\$16,777	2024
Susquehanna Museum Of Havre De	MD	\$111,710	Executive Di	\$48,866	\$41,257	2024
Bronzeville Children's Museum	IL	\$111,780	President	\$6,000	\$5,484	2023
Chambersburg Community Theatre Inc	PA	\$111,852	Managing Director	\$25,000	\$22,515	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Iredell Museums Inc	NC	\$109,708	Programs Opreations Manager	\$48,585	\$44,167	2025
Japan House La Foundation	CA	\$111,910	Ceo	\$6,000	\$4,679	2024
River City Drum Corp Cultural Arts Institute Inc	KY	\$111,932	Executive Director	\$44,500	\$43,175	2024
Emerald Hills Institute	UT	\$109,609	Director	\$3,000	\$2,773	2024
Torah Lishmah Institute Inc	NY	\$109,422	President	\$100,000	\$81,604	2024
Waynesboro Community Theatre Project Inc	PA	\$109,329	Director	\$29,879	\$26,909	2024
Johnson House Historic Site	PA	\$112,477	Executive Director	\$21,000	\$18,913	2024
Persephone Productions Inc	VA	\$109,079	Ceo	\$80,506	\$70,198	2024
Elivy Youth Performing Arts Institute	IL	\$109,056	Treasurer	\$3,120	\$2,770	2024
The Etruscan Foundation	MI	\$108,868	Exec. Direct	\$52,000	\$48,471	2024
The Lafayette Trail Inc	PA	\$112,945	President	\$70,000	\$64,903	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **611** organizations. Compensation range \$1–\$402,564; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$110,791); for reference, expenses \$180,962 and assets \$445,611. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Hadley Richters, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	40 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	76 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	93 rd

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 (Hadley Richters) 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 611 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,825 is reasonable (approximately the 76th 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.