

Heritage Museum Of Asian Art

Executive Director / CEO

EIN 465327571

IL · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Raymond Moy, Executive Director / CEO** (\$62,500) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Raymond Moy — reported title “TREASURER”, 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 (B99).

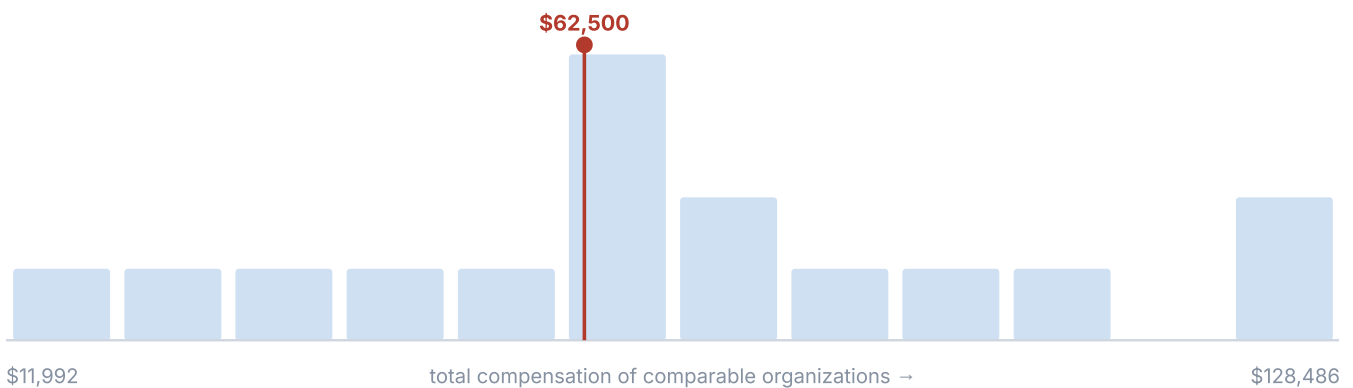
BUDGET Total revenue between \$308,064 and \$689,697 — 0.67x to 1.50x the subject's \$459,798 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99) + IL + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,750	\$55,535	\$69,194	\$85,094	\$117,598	\$62,500
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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
Science And Entrepreneurship Exchange	IL	\$458,706	Secretary	\$73,655	\$75,831	2023
Thousand Waves Foundation Nfp	IL	\$484,789	Executive Di	\$76,573	\$76,573	2024
The Blessed Child	IL	\$494,874	President	\$11,992	\$11,992	2024
Ace Mentor Program Of Illinois Inc	IL	\$498,311	Executive Director	\$66,425	\$68,387	2023
One Solution Foundation Inc	IL	\$400,202	Executive Director	\$61,004	\$62,806	2023
Urbana Theological Seminary	IL	\$524,250	Board Member	\$80,760	\$80,760	2024
Public Narrative	IL	\$543,060	President	\$124,800	\$128,486	2023
Lead Education Group Inc	IL	\$547,382	President	\$98,097	\$98,097	2024
Ebenezer Community Outreach	IL	\$345,180	President	\$131,418	\$128,031	2025
Asianetwork Inc	IL	\$341,405	Executive Director	\$23,500	\$23,500	2024
Cornerstone Academy	IL	\$339,889	Principal	\$70,000	\$70,000	2024
Parenteach Institute	IL	\$587,844	Executive Director	\$110,000	\$107,165	2025
Sisters Working It Out	IL	\$325,802	President	\$65,000	\$65,000	2024
National Railroad Hall Of Fame Inc	IL	\$311,239	Executive Director	\$40,000	\$40,000	2024
Chicago Free School	IL	\$647,499	President (Beg 6/30/24)	\$59,433	\$59,433	2024
Central States Numismatic Society	IL	\$674,555	President	\$45,000	\$43,840	2025

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 16 organizations. Compensation range \$11,992–\$128,486; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$459,798); for reference, expenses \$389,797 and assets \$366,944.

ROLE MATCH Raymond Moy, reported title "*TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	31 st
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	31 st

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 (Raymond Moy) 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 16 similarly situated organizations (Same NTEE sector (B99) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,500 is reasonable (approximately the 31st 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.