

River Road African American Museum And Gallery

Executive Director / CEO

EIN 586142039
 LA · NTEE A500
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **L'oreal M Evans, Executive Director / CEO** (\$32,542) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

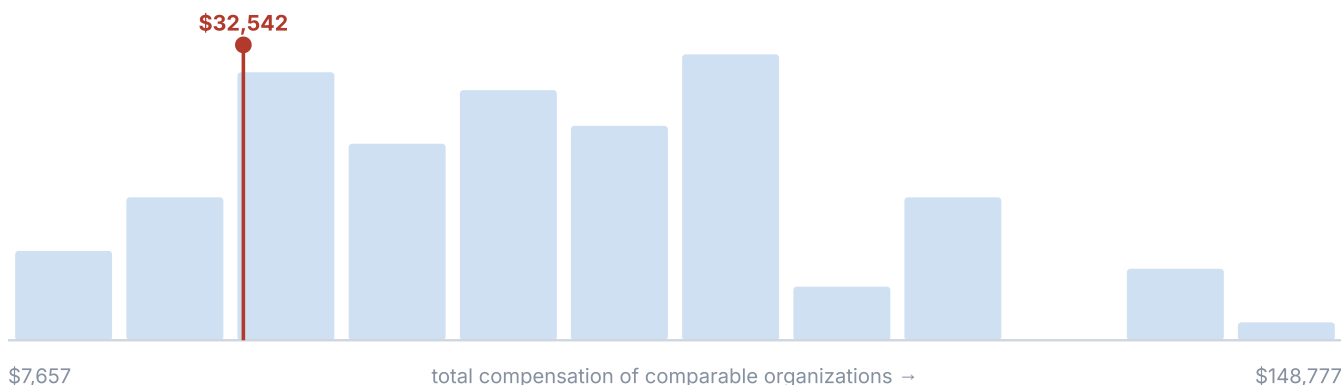
Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: L'oreal M Evans — 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 (A500).
BUDGET	Total revenue between \$304,468 and \$681,646 — 0.67x to 1.50x the subject's \$454,431 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.
97	organizations qualified on sector, size, and geography
→ 97	within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,253 10TH	\$41,659 25TH	\$61,547 MEDIAN	\$81,141 75TH	\$105,609 90TH	\$32,542 THIS ORG · 16TH
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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 LA 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 Edge Motor Museum Inc	TN	\$454,726	Executive Director	\$85,000	\$81,141	2024
Galveston Children's Museum	TX	\$459,157	Executive Director	\$60,659	\$56,733	2023
Lowell's Maritime Foundation Inc	MA	\$460,259	Executive Director	\$75,602	\$61,697	2024
New England Carousel Museum Inc	CT	\$462,629	Executive Dir.	\$60,192	\$51,253	2024
American Saddle Horse	KY	\$465,305	Executive Director	\$102,750	\$100,252	2024
Fullerton Museum Center Association	CA	\$440,563	Executive Director	\$120,300	\$97,125	2023
Hawaiian Railway Society	HI	\$471,022	Key Employee	\$51,600	\$41,955	2024
German American Heritage Center	IA	\$437,510	Executive Di	\$67,083	\$66,705	2024
Long Island Maritime Museum	NY	\$429,337	Executive Director	\$75,094	\$63,445	2023
Capri Community Film Society Inc	AL	\$483,006	Director	\$77,678	\$78,461	2023
Afro-american Historical Association Of Fauquier County	VA	\$487,717	Pres, Exec Dir	\$36,664	\$32,149	2024
Hawaii Mobile Museum Of Tolerance	HI	\$489,330	Executive Director	\$130,000	\$105,700	2024
Rancho Obi-wan Inc	CA	\$419,326	President/ce	\$29,795	\$23,365	2024
Finger Lakes Boating Musuem Inc	NY	\$492,302	Executive Director	\$75,000	\$61,547	2024
National Soaring Museum	NY	\$493,119	Director	\$73,298	\$60,151	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Swift Museum Foundation Inc	TN	\$495,234	Exec Director	\$33,600	\$32,074	2024
Southeastern Museums Conference	GA	\$411,676	Executive Director	\$83,825	\$78,804	2023
New England Ski Museum Inc	NH	\$497,445	Executive Director (Former)	\$70,000	\$58,699	2024
La Casa Del Libro Inc	PR	\$497,619	Executive Director	\$9,061	\$9,061	2024
The Coming King Foundation	TX	\$410,943	Executve Director	\$33,857	\$31,665	2023
German Village Society	OH	\$410,500	Executive Di	\$83,333	\$82,523	2023
Owensboro Area Museum Of Science And History Inc	KY	\$396,253	Director	\$43,828	\$42,763	2024
The Muzeo Foundation	CA	\$516,592	Executive Dir.	\$113,033	\$86,354	2025
Jacksonville Area Center For Independent	IL	\$519,920	Executive Dir.	\$50,000	\$44,641	2024
Japanese American Museum Of Oregon	OR	\$520,012	Executive Director	\$110,000	\$92,770	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 97 organizations. Compensation range \$7,657–\$148,777; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$454,431); for reference, expenses \$402,330 and assets \$809,644.

ROLE MATCH	L'oreal M Evans, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	16 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (L'oreal M Evans) 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 97 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,542 is reasonable (approximately the 16th 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.