

# The Virgin Island Childrens Museum

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Chantel Hoheb, Executive Director / CEO** (\$36,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

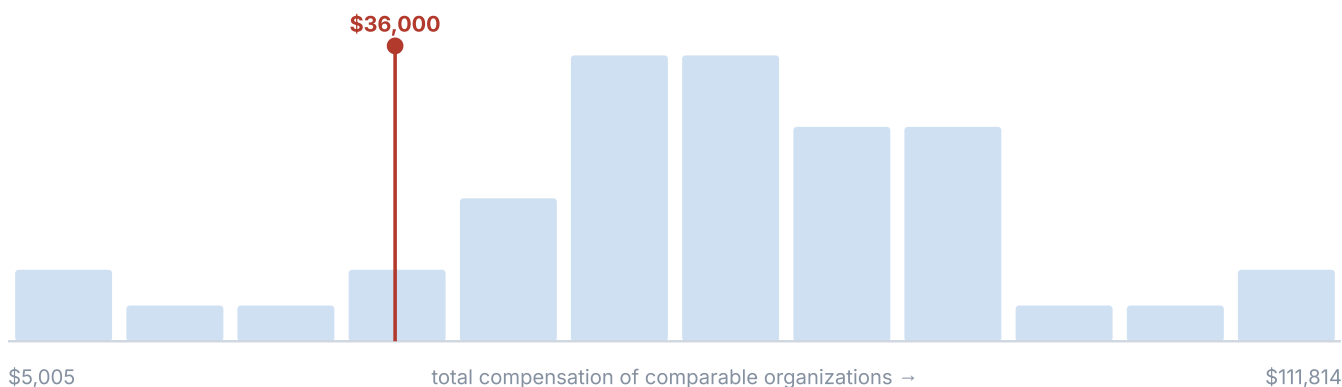
**Benchmarked executive:** Chantel Hoheb — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

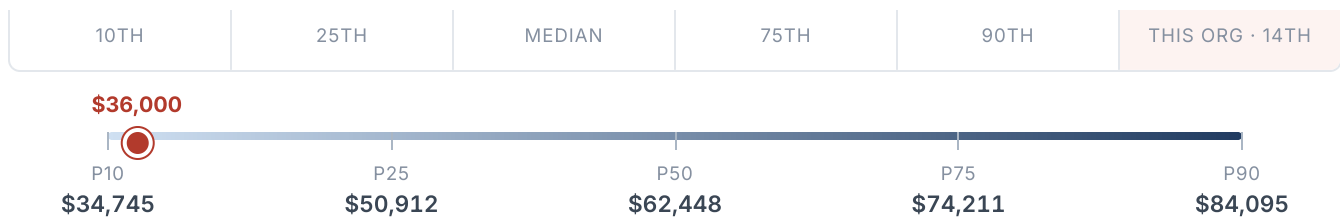
|           |   |
|-----------|---|
| SECTOR    | Organizations sharing the subject's NTEE classification (A52).  |
| BUDGET    | Total revenue between \$328,322 and \$735,049 — 0.67x to 1.50x the subject's \$490,033 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE sector (A52), nationwide + budget 0.67–1.5x revenue.  |

**42** organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|          |          |          |          |          |          |
|----------|----------|----------|----------|----------|----------|
| \$34,745 | \$50,912 | \$62,448 | \$74,211 | \$84,095 | \$36,000 |
|----------|----------|----------|----------|----------|----------|



## ■ 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); the reported amount is on each linked 990.

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE         | COMP (REPORTED) | COMP (ADJUSTED) | FY   |
|---|-------|-----------|-----------------------|-----------------|-----------------|------|
| <a href="#">Children's Discovery Museum</a>                 | ME    | \$480,697 | Executive Director    | \$45,415        | <b>\$45,415</b> | 2023 |
| <a href="#">Kearney Area Children's Museum</a>              | NE    | \$473,812 | Executive Di          | \$50,302        | <b>\$50,302</b> | 2023 |
| <a href="#">Explore Children's Museum Of Sun</a>            | WI    | \$472,035 | Executive Director    | \$56,923        | <b>\$56,923</b> | 2023 |
| <a href="#">Adventure Childrens Museum</a>                  | OR    | \$470,174 | Executive Dir.        | \$36,978        | <b>\$35,917</b> | 2024 |
| <a href="#">Hawaii Keiki Museum</a>                         | HI    | \$511,353 | Museum Director / Ceo | \$5,153         | <b>\$5,005</b>  | 2024 |
| <a href="#">Lutz Children's Museum Inc</a>                  | CT    | \$463,864 | Executive Director    | \$77,808        | <b>\$77,808</b> | 2023 |
| <a href="#">Kids Discovery Museum</a>                       | WA    | \$518,759 | Executive Director    | \$44,307        | <b>\$43,036</b> | 2024 |
| <a href="#">The Great Lakes Childrens Museum</a>            | MI    | \$523,555 | Executive Director    | \$65,320        | <b>\$61,811</b> | 2025 |
| <a href="#">Upper Peninsula Children's Museum</a>           | MI    | \$452,246 | Executive Di          | \$70,000        | <b>\$67,992</b> | 2024 |
| <a href="#">Galesburg Museums Inc</a>                       | IL    | \$530,678 | Executive Dir.        | \$79,769        | <b>\$77,480</b> | 2024 |
| <a href="#">Children's Discovery Museum Of Cape Cod Inc</a> | MA    | \$447,408 | Exec Director         | \$87,032        | <b>\$84,535</b> | 2024 |
| <a href="#">Kidscommons</a>                                 | IN    | \$534,642 | Executive Director    | \$81,744        | <b>\$79,399</b> | 2024 |
| <a href="#">Children's Museum Of Jacksonville</a>           | NC    | \$444,436 | Executive Director    | \$65,539        | <b>\$63,659</b> | 2024 |
| <a href="#">Wonderfeet Kids Museum Inc</a>                  | VT    | \$441,108 | Executive Di          | \$47,500        | <b>\$47,500</b> | 2023 |

| ORGANIZATION  | STATE | REVENUE   | MATCHED TITLE      | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|-----------|--------------------|-----------------|------------------|------|
| <a href="#">San Luis Obispo Children's Museum</a>     | CA    | \$432,411 | Executive Dir.     | \$111,814       | <b>\$111,814</b> | 2023 |
| <a href="#">Mid-michigan Children's Museum</a>        | MI    | \$553,236 | Executive Di       | \$66,969        | <b>\$65,048</b>  | 2024 |
| <a href="#">Flip Museum Inc</a>                       | OR    | \$405,336 | Executive Director | \$66,667        | <b>\$63,085</b>  | 2025 |
| <a href="#">Amelia Park Children's Museum Inc</a>     | MA    | \$402,328 | Executive Director | \$14,306        | <b>\$14,306</b>  | 2023 |
| <a href="#">The Childrens Museum Of Siouxland Inc</a> | IA    | \$581,757 | Executive Director | \$61,200        | <b>\$59,444</b>  | 2024 |
| <a href="#">Children's Museum Of Findlay</a>          | OH    | \$394,125 | Executive Di       | \$54,300        | <b>\$52,742</b>  | 2024 |
| <a href="#">Children's Museum Of Illinois</a>         | IL    | \$586,060 | Executive Director | \$34,615        | <b>\$34,615</b>  | 2023 |
| <a href="#">Children's Museum Of Fond Du Lac</a>      | WI    | \$586,638 | Ceo                | \$78,795        | <b>\$78,795</b>  | 2023 |
| <a href="#">Children's Museum Of Montana</a>          | MT    | \$393,318 | Executive Director | \$54,827        | <b>\$54,827</b>  | 2023 |
| <a href="#">Monterey County Youth Museum</a>          | CA    | \$592,475 | Executive Director | \$110,805       | <b>\$110,805</b> | 2023 |
| <a href="#">Children's Museum Of Stockton</a>         | CA    | \$594,225 | Executive Director | \$58,065        | <b>\$58,065</b>  | 2023 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VI 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. 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 **42** organizations. Compensation range \$5,005–\$111,814; filing years 2023–2025.

|            |   |
|------------|---|
| SIZE BASIS | Matched on total revenue (\$490,033); for reference, expenses \$506,003 and assets \$347,647.   |
| ROLE MATCH | Chantel Hoheb, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| OUTLIERS   | 5 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 | 14 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 12 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 14 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 14 <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 (Chantel Hoheb) 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 10, 2026, comparing compensation against 42 similarly situated organizations (Same NTEE sector (A52), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,000 is reasonable (approximately the 14<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 10, 2026.