

# Hawaii Science And Technology

Executive Director / CEO

EIN 810769543

HI · NTEE A50

FY ending 2022-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Christian Wong, Executive Director / CEO** (\$23,350) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

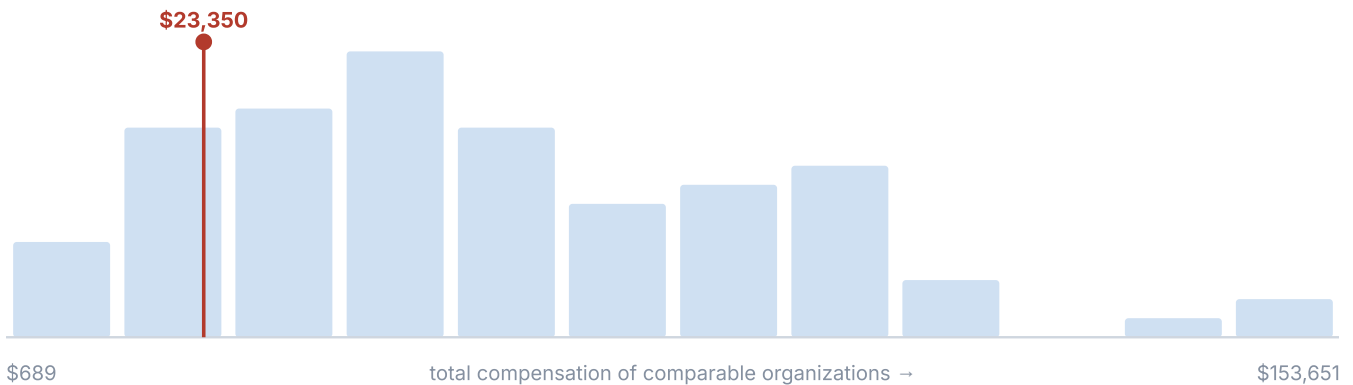
**Benchmarked executive:** Christian Wong — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A50).
BUDGET	Total revenue between \$193,071 and \$432,250 — 0.67x to 1.50x the subject's \$288,167 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A50), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,339	\$28,833	\$51,431	\$79,259	\$94,530	<b>\$23,350</b>
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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="#">Rehoboth Beach Historical Society</a>	DE	\$288,552	Executive Director	\$62,030	<b>\$63,299</b>	2024
<a href="#">House Of Miles East St Louis</a>	IL	\$289,128	President & Ceo	\$7,500	<b>\$7,684</b>	2024
<a href="#">Montana Beyond The Classroom</a>	MT	\$289,365	Executive Director	\$53,699	<b>\$60,325</b>	2024
<a href="#">Slave Dwelling Project Inc</a>	SC	\$285,486	President	\$58,051	<b>\$63,115</b>	2024
<a href="#">Georgia Music Foundation Inc</a>	GA	\$291,935	Foundation M	\$25,000	<b>\$26,970</b>	2023
<a href="#">Casey Tibbs Foundation</a>	SD	\$292,081	Director Of Center	\$85,458	<b>\$98,291</b>	2024
<a href="#">Arkansas Sports Hall Of Fame Inc</a>	AR	\$292,446	Executive Dir.	\$88,000	<b>\$106,132</b>	2023
<a href="#">Edison Memorial Tower Corporation</a>	NJ	\$293,330	Museum Direc	\$15,115	<b>\$14,064</b>	2024
<a href="#">Superior Public Museums</a>	WI	\$293,842	Executive Director	\$26,640	<b>\$28,995</b>	2024
<a href="#">Red Wing Collectors Society Foundation</a>	MN	\$294,173	Museum Director	\$39,851	<b>\$42,250</b>	2023
<a href="#">Ecovivarium</a>	CA	\$294,999	Employee Representative	\$18,515	<b>\$16,662</b>	2024
<a href="#">Dennison Railroad Depot Museum Inc</a>	OH	\$297,390	Executive Director/secretary	\$58,321	<b>\$64,376</b>	2024
<a href="#">Classic Car Club Of America Museum Inc</a>	MI	\$277,157	Executive Director	\$57,917	<b>\$62,301</b>	2024
<a href="#">Heart &amp; Soul</a>	UT	\$276,697	Executive Di	\$59,886	<b>\$63,876</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Saint Charles County Veterans Museum</a>	MO	\$274,662	Executive Director	\$75,000	<b>\$82,786</b>	2024
<a href="#">The Tyler Rose Museum Inc</a>	TX	\$272,110	Executive Dir.	\$93,890	<b>\$97,880</b>	2024
<a href="#">Western Illinois Museum</a>	IL	\$270,430	Executive Director	\$39,561	<b>\$40,533</b>	2024
<a href="#">Coliseum Museum Of Art Antiques And</a>	IL	\$268,238	Executive Di	\$50,000	<b>\$51,229</b>	2024
<a href="#">Global Village Museum Of Arts &amp; Cul</a>	CO	\$309,564	Executive Director	\$22,890	<b>\$22,875</b>	2024
<a href="#">Ohio Air &amp; Space Hall Of Fame</a>	OH	\$309,720	Exec Director	\$36,000	<b>\$40,911</b>	2023
<a href="#">Astrodome Conservancy</a>	TX	\$266,400	Executive Director	\$100,323	<b>\$107,675</b>	2023
<a href="#">Nia Centre</a>	MI	\$264,657	Executive Director	\$70,733	<b>\$78,334</b>	2023
<a href="#">Colorado Ski Museum Inc</a>	CO	\$313,822	Executive Dir.	\$126,460	<b>\$130,106</b>	2023
<a href="#">Racing History Preservation Group</a>	NH	\$314,527	Executive Di	\$90,881	<b>\$90,038</b>	2023
<a href="#">Friends Of Sequoyah</a>	TN	\$315,037	Director	\$80,421	<b>\$90,700</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 2022 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 **84** organizations. Compensation range \$689–\$153,651; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$288,167); for reference, expenses \$301,789 and assets \$122,961.
ROLE MATCH	Christian Wong, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Christian Wong) 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 84 similarly situated organizations (Same NTEE sector (A50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,350 is reasonable (approximately the 17<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.