

East Austin Creative Coalition Inc

Executive Director / CEO

EIN 874454815
 TX · NTEE A23
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Harold Mcmillan, Executive Director / CEO** (\$17,545) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

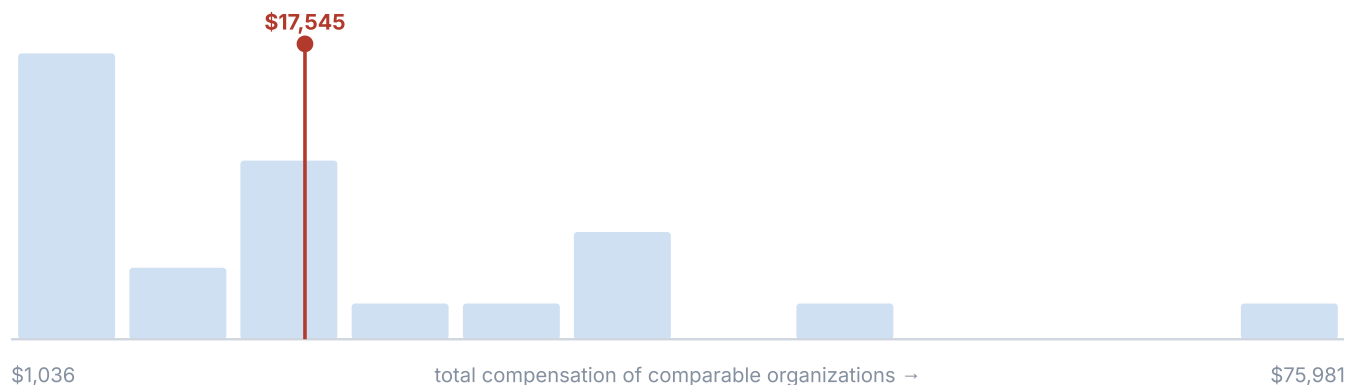
Benchmarked executive: Harold Mcmillan — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A23).
BUDGET	Total revenue between \$46,581 and \$104,286 — 0.67x to 1.50x the subject's \$69,524 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A23), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,355	\$3,564	\$13,933	\$29,534	\$35,604	\$17,545
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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 TX 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
Lc Windmill Inc	WI	\$71,740	Principal Employee	\$1,800	\$1,825	2024
Native American Guardians Association	ND	\$73,458	President	\$3,200	\$3,410	2024
Indian Horizon Of Florida Inc	FL	\$73,681	President	\$25,000	\$23,478	2023
Korean Cultural Center Alaska	AK	\$64,956	President	\$5,050	\$4,688	2024
French World Ministries Inc	TX	\$77,569	President	\$3,100	\$3,100	2023
Colorado Asian Culture And Education Network	CO	\$60,378	Executive Director	\$79,264	\$75,981	2023
Noble Tree Publishing Inc	NY	\$79,584	President/director	\$22,500	\$19,742	2024
Scandinavian Heritage Association Inc	ND	\$83,315	Office Manager	\$12,347	\$13,545	2023
Club Portuguese Of Stockton California	CA	\$55,235	Secretary	\$1,200	\$1,036	2023
Juneteenth Festival Inc	NY	\$54,055	Office Clerk	\$12,352	\$10,838	2024
Sandhills Family Heritage Association	NC	\$53,524	Executive Director	\$17,854	\$17,913	2024
Upper Ohio Valley Italian Heritage	WV	\$51,476	Coordinator	\$15,050	\$15,823	2024
Fannie Lou Hamer Institute Of Advocacy & Social Action	NC	\$90,500	President	\$45,000	\$45,149	2024
Krytya Foundation Inc	NY	\$48,114	President	\$4,590	\$4,027	2024
Chinese Historical Society Of New England Inc	MA	\$91,564	Managing Director	\$36,427	\$34,065	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Filitalia International	PA	\$93,170	Executive Director	\$31,650	\$31,553	2023
Focus On Children United For Success Inc	MD	\$96,901	Chairman	\$11,217	\$10,183	2024
Brenham Maifest Association	TX	\$97,786	Director-Marketing	\$3,000	\$2,914	2024
Wei-hwa Chinese School	VA	\$98,248	Principal	\$2,376	\$2,293	2023
The Japanese Asociation Of Greater	MA	\$101,073	Secretary	\$41,000	\$35,775	2024
Huda Community Center	CA	\$101,790	Executive Dir	\$38,400	\$33,148	2023
Slovenian Cultural Center	IL	\$103,151	Director	\$15,000	\$14,320	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 22 organizations. Compensation range \$1,036–\$75,981; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$69,524); for reference, expenses \$31,806 and assets \$40,604. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Harold Mcmillan, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	86 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 (Harold Mcmillan) 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 22 similarly situated organizations (Same NTEE sector (A23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,545 is reasonable (approximately the 59th 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.