

Chinese Christian Church Music Institute

Executive Director / CEO

EIN 943353706

CA · NTEE A60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stella Y Hau, Executive Director / CEO** (\$25,500) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Stella Y Hau — reported title "ADMIN", 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 (A60).

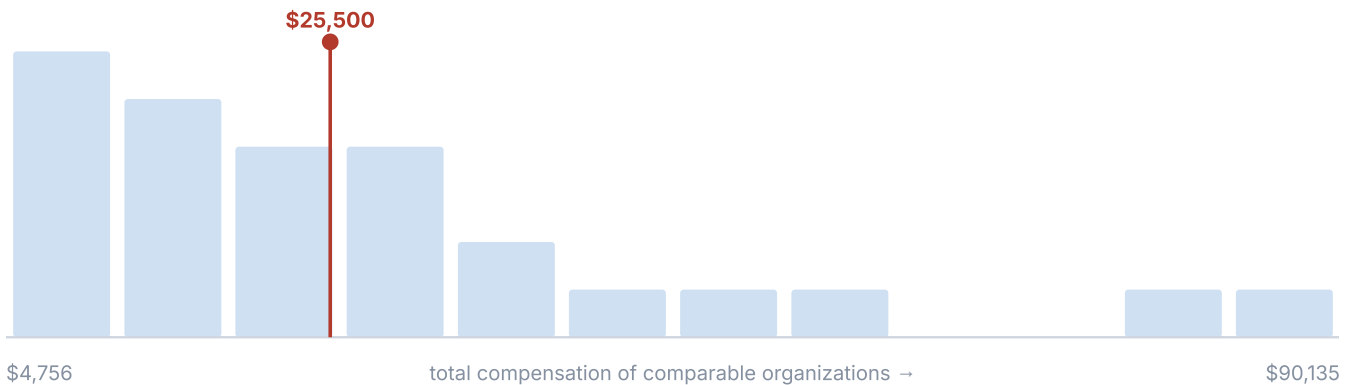
BUDGET Total revenue between \$69,693 and \$156,030 — 0.67x to 1.50x the subject's \$104,020 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A60), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,454	\$14,793	\$20,542	\$34,240	\$55,052	\$25,500
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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 CA 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
Music From China Inc	NY	\$104,010	Executive Director	\$28,200	\$29,510	2024
Marigold Arts Development Inc	SC	\$103,128	Ceo	\$16,900	\$20,418	2024
Team Sunshine Performance Corp	PA	\$101,673	Co-artistic	\$28,280	\$32,660	2024
Small Wonder Puppet Theatre Inc	NY	\$97,235	Executive Director	\$55,215	\$57,781	2024
Five Myles Inc	NY	\$113,371	Founder	\$50,000	\$52,323	2024
Eicher Arts Center Inc	PA	\$93,230	Coordinator	\$13,977	\$16,619	2023
Wake Forest Community Youth Orchestra	NC	\$115,843	Executive Director (Ex-officio)	\$25,440	\$30,441	2024
Korean American Youth Performing	CA	\$116,512	President	\$30,000	\$30,886	2023
The Stage Door Inc	UT	\$87,427	Managing Dir	\$8,000	\$9,482	2024
Studio Place Arts Inc	VT	\$123,837	Executive Director	\$65,805	\$76,704	2024
Mountain Home Arts Council Inc	ID	\$83,708	Executive Director	\$16,294	\$20,666	2023
Cor Mundi Center For Sacred Music	TX	\$83,397	President And Artistic Director	\$6,500	\$7,530	2024
Arts Mentorship Program Inc	CA	\$82,824	Executive Dir.	\$34,766	\$34,766	2024
The Golandsky Institute Inc	NY	\$125,617	President	\$16,635	\$17,922	2023
Oconee Youth Playhouse	GA	\$82,270	Executive Di	\$7,450	\$8,931	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Lakes & Trail Riders Association	MN	\$81,106	Gambling Manager	\$6,971	\$7,977	2024
The Shining Stars Project Inc	CA	\$77,600	Chief Executive Officer	\$19,385	\$19,958	2023
Americans For The Arts Foundation	DC	\$76,278	President & Ceo	\$14,898	\$15,587	2023
Shakespeare In Clark Park	PA	\$74,437	Producing Artistic Director	\$4,000	\$4,756	2023
Kairos Dance Theater Inc	MA	\$73,305	President	\$13,960	\$14,528	2024
Phoenix Womens Chorus	AZ	\$71,318	Ex Officio	\$15,500	\$16,818	2025
Youth Excellence Performing Arts Workshop	OH	\$137,763	Executive Director	\$29,565	\$36,264	2024
Manassas Community Chorale Inc	VA	\$146,889	Executive Director And Vu Coordinator	\$9,171	\$10,255	2024
Boerne Performing Arts	TX	\$146,986	Artistic/tech Coordinator	\$20,000	\$23,169	2024
California Music Center	CA	\$148,884	Execdir To 6	\$42,461	\$42,461	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **26** organizations. Compensation range \$4,756–\$90,135; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$104,020); for reference, expenses \$92,854 and assets \$41,147.

ROLE MATCH Stella Y Hau, reported title "ADMIN", 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 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	58 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	54 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 (Stella Y Hau) 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 26 similarly situated organizations (Same NTEE sector (A60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,500 is reasonable (approximately the 58th 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.