

Pitkin Avenue District Management Association Inc

Executive Director / CEO

EIN 112709046

NY · NTEE S20Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Tiera Mack, Executive Director / CEO** (\$127,097) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

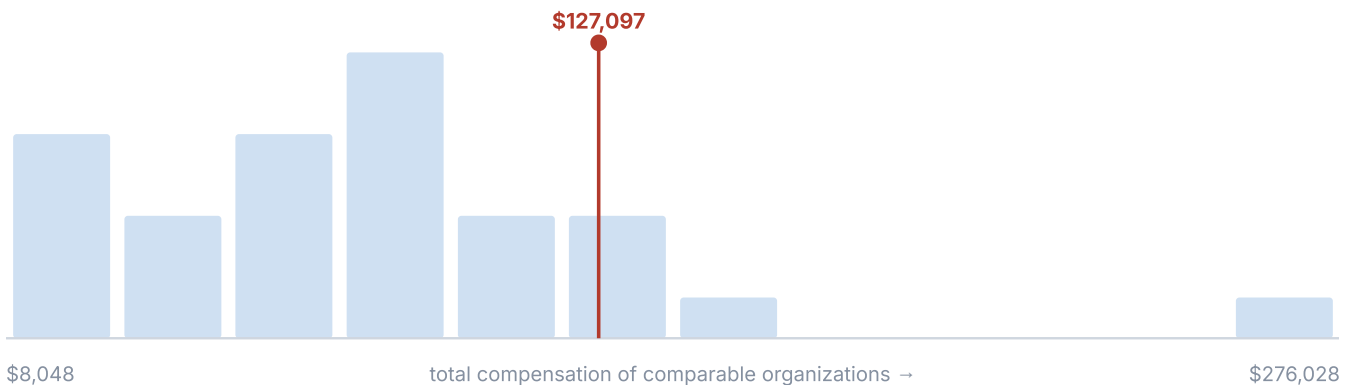
Benchmarked executive: Tiera Mack — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20Z).
BUDGET	Total revenue between \$324,711 and \$726,966 — 0.67x to 1.50x the subject's \$484,644 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + NY + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,332 10TH	\$39,969 25TH	\$80,093 MEDIAN	\$101,265 75TH	\$134,469 90TH	\$127,097 THIS ORG · 86TH
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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 NY 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
Mobilisation Lab Collective Inc	NY	\$465,600	Officer	\$23,071	\$23,752	2023
Castle Hill District Management Association Inc	NY	\$465,000	Executive Director	\$34,094	\$34,094	2024
Woodhaven District Management	NY	\$454,160	Executive Dir.	\$65,772	\$65,772	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$276,028	2024
Staten Island Immigrant Center	NY	\$445,062	Executive Director	\$66,167	\$66,167	2024
Manhattan Valley Development Corporation	NY	\$525,582	Secretary	\$126,495	\$126,495	2024
Lumber City Development Corporation	NY	\$439,247	Executive Director	\$14,400	\$14,400	2024
West Bronx Housing And Neighborhood Resource Center Inc	NY	\$537,305	Executive Director	\$83,100	\$85,555	2023
East Brooklyn Churches Sponsoring Committee	NY	\$429,351	Lead Organizer	\$145,612	\$149,913	2023
Columbus Avenue District Management	NY	\$551,627	Executive Direc	\$85,000	\$87,511	2023
Staten Island Urban Center Inc	NY	\$409,827	Ceo & Founder	\$78,430	\$80,747	2023
West Brighton Community	NY	\$388,047	Executive Di	\$80,000	\$80,000	2024
Hudson Valley Current Inc	NY	\$583,958	Executive Director	\$105,060	\$105,060	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$38,781	2023
Bay Ridge 5th Avenue District Management	NY	\$610,748	Executive Dir.	\$75,000	\$73,067	2025
Southern Boulevard District	NY	\$358,177	Executive Di	\$82,308	\$80,186	2025
Core Services Group Inc	NY	\$357,047	Vp Of General Coun	\$108,776	\$111,989	2023
Harlem Business Alliance Inc	NY	\$616,820	Executive Director	\$100,000	\$100,000	2024
86th Street Bay Ridge District	NY	\$340,050	Executive Direc	\$60,660	\$59,096	2025
Rochester Hope Inc	NY	\$334,931	Executive Director	\$24,279	\$24,279	2024
Hellgate Management Corporation	NY	\$334,528	President	\$70,634	\$72,720	2023
Homsite Fund Inc	NY	\$333,879	Director	\$19,020	\$19,020	2024
Kingsbridge District Management Association Inc	NY	\$330,509	Exec Director	\$40,365	\$40,365	2024
Belmont District Management Association	NY	\$686,935	Executive Director	\$85,000	\$85,000	2024
Noho Ny District Management Association	NY	\$695,569	Executive Director	\$132,555	\$132,555	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	28 organizations. Compensation range \$8,048–\$276,028; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$484,644); for reference, expenses \$546,004 and assets \$148,642.
ROLE MATCH	Tiera Mack, 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.
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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	75 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 (Tiera Mack) 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 28 similarly situated organizations (Same NTEE sector (S20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,097 is reasonable (approximately the 86th 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.