

# The Montague Street District Management

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kate Chura, Executive Director / CEO** (\$61,285) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S20).

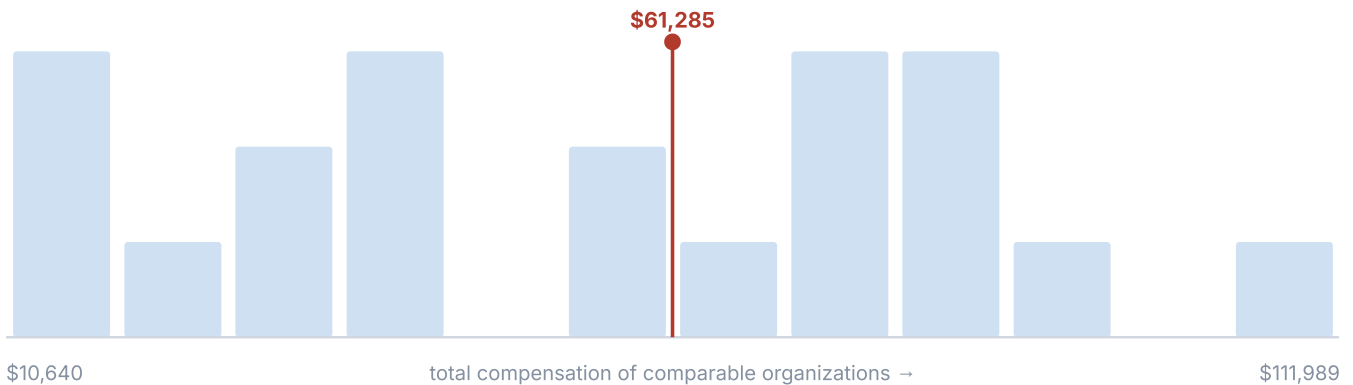
**BUDGET** Total revenue between \$190,900 and \$427,389 — 0.67x to 1.50x the subject's \$284,926 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S20) + NY + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,333	\$29,995	\$59,538	\$75,981	\$81,852	\$61,285
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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
<a href="#">Homer-cortland Community Agency Inc</a>	NY	\$264,626	Executive Director	\$72,500	<b>\$74,641</b>	2023
<a href="#">Greater Port Washington Business</a>	NY	\$254,031	Executive Dir.	\$61,700	<b>\$61,700</b>	2024
<a href="#">Central Adirondack Partnership For</a>	NY	\$316,243	Executive Di	\$59,980	<b>\$59,980</b>	2024
<a href="#">Greater Bethel Community Development Corporation</a>	NY	\$248,332	Executive Director	\$30,000	<b>\$30,000</b>	2024
<a href="#">Ocean Parkway Community Development Corp</a>	NY	\$247,942	Executive Director	\$12,151	<b>\$12,151</b>	2024
<a href="#">Bayside Village Business Improvement</a>	NY	\$322,011	Executive Dir.	\$38,178	<b>\$38,178</b>	2024
<a href="#">Grinding Stone Collective Inc</a>	NY	\$240,267	Ceo And Board Vice President	\$91,800	<b>\$91,800</b>	2024
<a href="#">Kingsbridge District Management Association Inc</a>	NY	\$330,509	Exec Director	\$40,365	<b>\$40,365</b>	2024
<a href="#">Homsite Fund Inc</a>	NY	\$333,879	Director	\$19,020	<b>\$19,020</b>	2024
<a href="#">Hellgate Management Corporation</a>	NY	\$334,528	President	\$70,634	<b>\$72,720</b>	2023
<a href="#">Rochester Hope Inc</a>	NY	\$334,931	Executive Director	\$24,279	<b>\$24,279</b>	2024
<a href="#">86th Street Bay Ridge District</a>	NY	\$340,050	Executive Direc	\$60,660	<b>\$59,096</b>	2025
<a href="#">Allen Ame Neighborhood Preservation &amp; Developme</a>	NY	\$214,996	Executive Director	\$72,337	<b>\$74,474</b>	2023
<a href="#">Core Services Group Inc</a>	NY	\$357,047	Vp Of General Coun	\$108,776	<b>\$111,989</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Southern Boulevard District</a>	NY	\$358,177	Executive Di	\$82,308	<b>\$80,186</b>	2025
<a href="#">Springboard Incubators Inc</a>	NY	\$208,632	President/ceo	\$10,640	<b>\$10,640</b>	2024
<a href="#">Schenectady Greenmarket Inc</a>	NY	\$193,489	Executive Director	\$29,120	<b>\$29,980</b>	2023
<a href="#">Kingsbridge Riverdale Van Cortland Development Co</a>	NY	\$384,653	Executive Director	\$37,668	<b>\$38,781</b>	2023
<a href="#">West Brighton Community</a>	NY	\$388,047	Executive Di	\$80,000	<b>\$80,000</b>	2024
<a href="#">Staten Island Urban Center Inc</a>	NY	\$409,827	Ceo & Founder	\$78,430	<b>\$80,747</b>	2023

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 20 organizations. Compensation range \$10,640–\$111,989; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$284,926); for reference, expenses \$338,264 and assets \$67,835.

**ROLE MATCH** Kate Chura, reported title "*Executive Direc*", 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	50 <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 (Kate Chura) 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 20 similarly situated organizations (Same NTEE sector (S20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,285 is reasonable (approximately the 55<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.