

The Harlem Family Institute

Executive Director / CEO

EIN 133611572

NY · NTEE E42Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Connolly, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **427** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Michael Connolly — reported title “President & 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 (E42Z).
BUDGET	Total revenue between \$92,316 and \$206,679 — 0.67x to 1.50x the subject's \$137,786 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

427 organizations qualified on sector, size, and geography → **427** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,625

\$22,601

\$42,976

\$69,419

\$105,316

\$1,000



■ 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
Riceville Ambulance Service Inc	IA	\$137,658	President	\$2,558	\$2,934	2025
Napa Valley Vintners Community Health	CA	\$138,807	Chief Executive Officer	\$13,077	\$12,496	2023
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$53,057	2023
Friends Of Jack Foundation Inc	MA	\$138,952	Secretary	\$100,000	\$96,592	2024
50 Hoops National Prostate Awareness	TX	\$136,575	Executive Director	\$60,000	\$66,420	2023
Brunswick Novant Medical Center	NC	\$139,045	Exec Director	\$14,316	\$16,370	2023
Waverly Health Center Foundation	IA	\$139,330	Former Treasurer	\$49,532	\$60,019	2023
Rochester General Health System	NY	\$135,873	Ceo	\$62,774	\$60,973	2024
Abortion Alternatives & Crisis Pregnancy Center	TN	\$135,831	Executive Director	\$63,241	\$73,565	2023
Beth Israel Medical Center Foundation Inc	NY	\$135,763	Trustee/treasurer	\$88,291	\$85,758	2024
American Institute Of The	WI	\$139,813	Executive Dir.	\$20,762	\$23,307	2024
Madelia Health Foundation	MN	\$135,734	Mh Ceo	\$54,872	\$58,281	2024
Christian Health Care Center Foundation	WA	\$135,231	Executive Administrator	\$9,022	\$8,682	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vecino Centers For Health Services	TX	\$140,548	Ceo And Director	\$34,292	\$36,872	2024
Baum Harmon Mercy Hospital And Clinics	IA	\$140,566	Vp Finance Mercyone Siouxland	\$45,662	\$55,329	2023
Research To End Healthcare	CA	\$140,866	Ceo	\$2,800	\$2,676	2023
Moline Public School Foundation	IL	\$134,705	Executive Director	\$24,000	\$26,111	2023
Hubert Apartments Inc	FL	\$140,921	Ceo	\$38,719	\$39,098	2024
Camp Hope Foundation	IL	\$140,964	Executive Director	\$70,000	\$76,158	2023
Western Wyoming Family Planning Inc	WY	\$134,128	Ex-director	\$17,398	\$20,617	2023
Hsc Community Services Inc	CT	\$141,493	President & Ceo	\$20,817	\$20,980	2024
Queen Of The Valley Medical Center	CA	\$134,043	Chief Of Staff	\$36,000	\$33,414	2024
Gmh Property Holdings Inc	FL	\$133,952	President & Secretary	\$30,830	\$31,131	2024
Margaretville Health Foundation	NY	\$141,705	Ceo (Effective 6/23)	\$80,777	\$80,777	2023
Reach Out Of Montgomery County	OH	\$141,918	Contracted Executive Director	\$92,543	\$108,471	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 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 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	427 organizations. Compensation range \$65–\$1,059,645; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$137,786); for reference, expenses \$291,170 and assets \$175,184. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Connolly, reported title " <i>President & Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	134 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	2 nd

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 (Michael Connolly) 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 427 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 2nd 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.