

# Heartsong Inc

Executive Director / CEO

EIN 133665796  
 NY · NTEE P20  
 FY ending 2022-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Marion Anderson, Executive Director / CEO** (\$32,990) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42<sup>nd</sup>** percentile of comparable organizations within the typical range

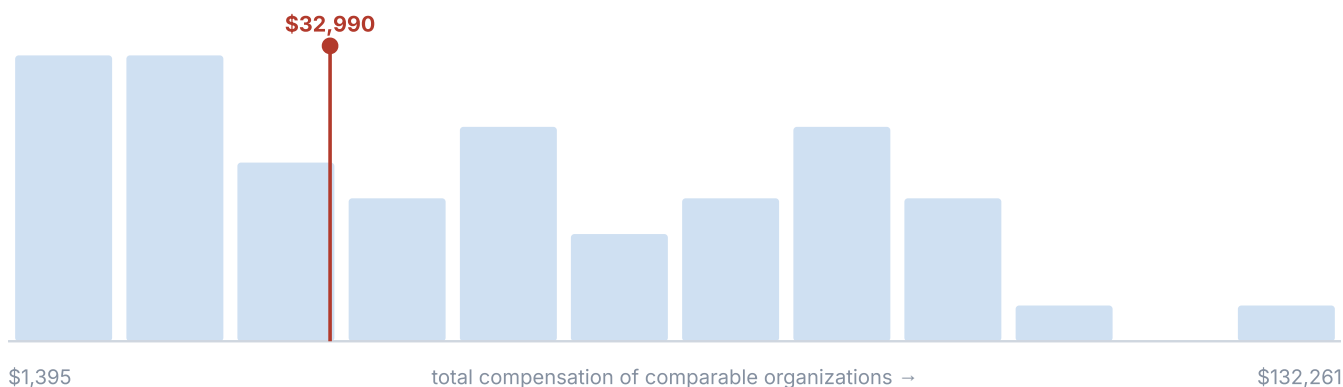
**Benchmarked executive:** Marion Anderson — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$184,614 and \$413,316 — 0.67x to 1.50x the subject's \$275,544 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NY + budget 0.67–1.5x revenue.

**50** organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,867	\$16,331	\$45,805	\$75,649	\$95,192	<b>\$32,990</b>
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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="#">Do For One Nyc</a>	NY	\$272,367	President	\$72,797	<b>\$69,930</b>	2023
<a href="#">Red Door Place Inc</a>	NY	\$267,537	President	\$58,770	<b>\$56,455</b>	2023
<a href="#">Naturally Occurring Cultural Districts Ny Inc</a>	NY	\$284,922	Member	\$102,836	<b>\$98,786</b>	2023
<a href="#">Urban League Of Long Island Inc</a>	NY	\$285,045	President Ceo	\$99,353	<b>\$99,353</b>	2022
<a href="#">Nextgen Face Inc</a>	NY	\$264,127	Executive Director	\$50,000	<b>\$46,653</b>	2024
<a href="#">Moving For Life Inc</a>	NY	\$261,796	President	\$4,240	<b>\$4,073</b>	2023
<a href="#">The Okra Project</a>	NY	\$291,276	Executive Director	\$112,000	<b>\$104,502</b>	2024
<a href="#">Citystep Org Inc</a>	NY	\$255,832	Director	\$85,000	<b>\$79,310</b>	2024
<a href="#">Coats Street Housing Development Fund</a>	NY	\$255,158	President	\$34,167	<b>\$31,058</b>	2025
<a href="#">Foundation For Abilities First New York</a>	NY	\$303,758	Chief Executive Officer	\$45,098	<b>\$43,322</b>	2023
<a href="#">Faith In Harm Reduction Inc</a>	NY	\$306,273	Executive Dir.	\$59,350	<b>\$55,377</b>	2024
<a href="#">Global Cities Group</a>	NY	\$309,637	Ceo Founder Board Director	\$101,899	<b>\$95,078</b>	2024
<a href="#">Copiague Christian Church</a>	NY	\$313,759	President	\$16,154	<b>\$15,518</b>	2023
<a href="#">Humanitarian Innovation Group Inc</a>	NY	\$236,983	Secretary	\$16,667	<b>\$16,011</b>	2023
<a href="#">Foreign Service Fellowship International Inc</a>	NY	\$236,150	President And Director	\$94,944	<b>\$88,588</b>	2024
<a href="#">Mom Starts Here Inc</a>	NY	\$235,254	Former Vice Chair/executiv	\$76,576	<b>\$71,450</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Life Solutions Of Hamlin Inc</a>	NY	\$233,981	Director	\$1,500	<b>\$1,400</b>	2024
<a href="#">Turkic Foundation Of Brooklyn Inc</a>	NY	\$231,866	President	\$77,723	<b>\$74,662</b>	2023
<a href="#">Hungarian Human Rights Foundation</a>	NY	\$229,030	Executive Director	\$29,700	<b>\$27,712</b>	2024
<a href="#">Oakwood Community Center Inc</a>	NY	\$322,781	Executive Director	\$26,475	<b>\$24,703</b>	2024
<a href="#">Hermansky Pudlak Syndrome Network</a>	NY	\$323,223	President	\$19,640	<b>\$18,325</b>	2024
<a href="#">Stimulating Minds Through</a>	NY	\$225,571	Ceo	\$16,940	<b>\$15,806</b>	2024
<a href="#">Tikvaseinu Inc</a>	NY	\$223,945	Ceo	\$50,000	<b>\$46,653</b>	2024
<a href="#">Be A Friend Project Inc</a>	NY	\$217,189	Executive Di	\$67,692	<b>\$65,026</b>	2023
<a href="#">Center For Family Life Community</a>	NY	\$214,276	Co-executive Director	\$50,028	<b>\$48,058</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 2022 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 50 organizations. Compensation range \$1,395–\$132,261; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$275,544); for reference, expenses \$394,077 and assets \$194,204. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Marion Anderson, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	42 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Marion Anderson) 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 50 similarly situated organizations (Same NTEE sector (P20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,990 is reasonable (approximately the 42<sup>nd</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.