

Songcatchers Inc

Executive Director / CEO

EIN 133753160

NY · NTEE P20

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Ulysses Torres, Executive Director / CEO** (\$1,495) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

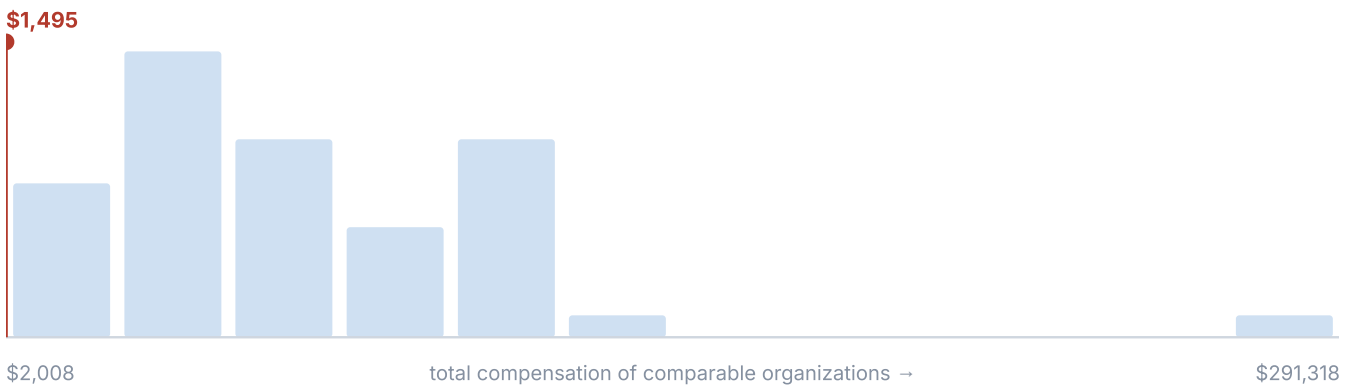
Benchmarked executive: Ulysses Torres — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$263,458 and \$589,831 — 0.67x to 1.50x the subject's \$393,221 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NY + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography → **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,835	\$33,114	\$54,600	\$95,051	\$109,701	\$1,495
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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\$1,495



■ 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
Starfish Greathearts Foundation Usa	NY	\$391,990	Executive Director	\$103,125	\$103,125	2024
Harlem One Stop Inc	NY	\$395,487	President &	\$24,250	\$24,250	2024
Mitzvah Man Foundation Corp	NY	\$382,126	Chief Operating Officer	\$141,750	\$141,750	2024
Minority Millennials	NY	\$374,942	President	\$31,918	\$32,861	2023
African Refuge Inc	NY	\$374,587	Executive Di	\$46,800	\$48,182	2023
Educate The Children Inc	NY	\$417,870	Executive Director	\$33,990	\$33,114	2025
The Journalists And Writers Foundation Inc	NY	\$362,501	President	\$90,925	\$90,925	2024
Center4hope Inc	NY	\$361,849	Executive Director	\$90,962	\$90,962	2024
Southwest Area Neighborhood Association	NY	\$359,883	Executive Director	\$53,654	\$53,654	2024
Rockland Opportunity Development	NY	\$351,555	President	\$46,000	\$47,359	2023
Transform Ny Inc	NY	\$348,561	President	\$13,000	\$13,000	2024
Share For Life Foundation Inc	NY	\$347,305	Executive Director	\$10,500	\$10,500	2024
Polonians Organized To Minister To Our Community Inc	NY	\$450,831	Board President	\$30,907	\$30,907	2024
People Against Trafficking Humans	NY	\$453,207	Executive Di	\$84,996	\$82,805	2025
Ruth's Refuge Inc	NY	\$456,741	Executive Director	\$45,411	\$46,752	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hermansky Pudlak Syndrome Network	NY	\$323,223	President	\$19,640	\$19,640	2024
Oakwood Community Center Inc	NY	\$322,781	Executive Director	\$26,475	\$26,475	2024
Rph-west Inc	NY	\$472,359	Executive Director (Through 2/23)	\$1,950	\$2,008	2023
Copiague Christian Church	NY	\$313,759	President	\$16,154	\$16,631	2023
Project Lead Inc	NY	\$474,569	Executive Di	\$70,350	\$72,428	2023
Chinuch Guidance And Support Inc	NY	\$475,884	Director	\$31,200	\$32,122	2023
The Teachers Desk Inc	NY	\$475,973	Presidentexecutive Director	\$37,830	\$38,947	2023
Global Cities Group	NY	\$309,637	Ceo Founder Board Director	\$101,899	\$101,899	2024
Faith In Harm Reduction Inc	NY	\$306,273	Executive Dir.	\$59,350	\$59,350	2024
Cope Foundation Inc	NY	\$481,290	Executive Director	\$95,051	\$95,051	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 45 organizations. Compensation range \$2,008–\$291,318; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$393,221); for reference, expenses \$359,368 and assets \$86,640.

ROLE MATCH	Ulysses Torres, reported title "BOARD MEMBER", 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	4 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	0 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 (Ulysses Torres) 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 45 similarly situated organizations (Same NTEE sector (P20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,495 is reasonable (approximately the 0th 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.