

# Amhe Incorporated

Executive Director / CEO

EIN 237357680  
 NY · NTEE B90Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Marie M Debrosse-bruno, Executive Director / CEO** (\$34,440) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

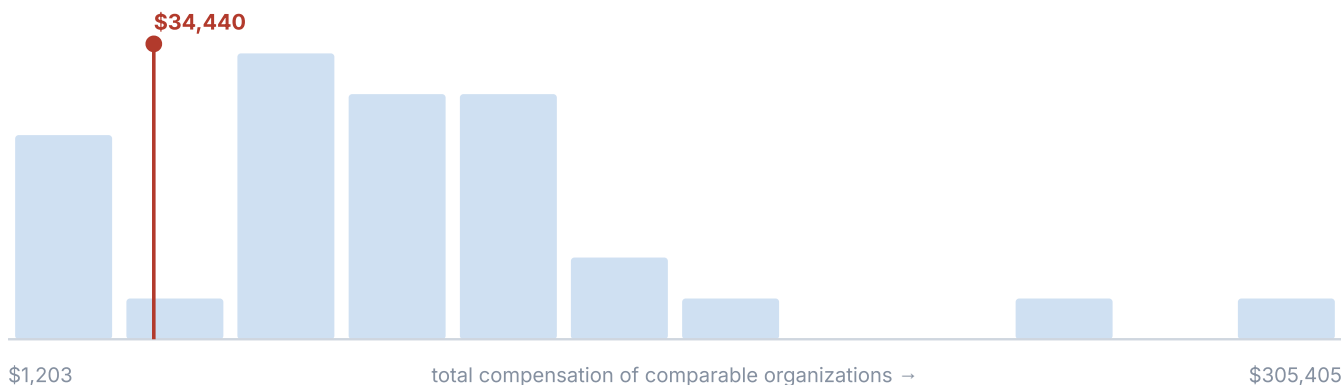
**Benchmarked executive:** Marie M Debrosse-bruno — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90Z).
BUDGET	Total revenue between \$315,665 and \$706,714 — 0.67x to 1.50x the subject's \$471,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + NY + budget 0.67–1.5x revenue.

**30** organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,610	\$62,215	\$89,289	\$111,905	\$149,663	<b>\$34,440</b>
---------	----------	----------	-----------	-----------	-----------------



## ■ 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="#">Divas For Social Justice Inc</a>	NY	\$469,867	Founder And Executive Director	\$79,075	<b>\$77,037</b>	2025
<a href="#">Summer On The Hill Inc</a>	NY	\$464,509	Executive Dir.	\$86,848	<b>\$89,413</b>	2023
<a href="#">Tech Valley Center Of Gravity Inc</a>	NY	\$478,374	Facilities D	\$63,150	<b>\$65,015</b>	2023
<a href="#">New York City Tourism Foundation Inc</a>	NY	\$461,770	President	\$102,700	<b>\$105,733</b>	2023
<a href="#">Malverne Afterschool Center Inc</a>	NY	\$505,650	Executive Dir.	\$48,000	<b>\$49,418</b>	2023
<a href="#">Stem Teachers Of New York City Inc</a>	NY	\$430,363	Executive Dir.	\$52,801	<b>\$54,361</b>	2023
<a href="#">Hudson-mohawk Area Health Education</a>	NY	\$521,779	Executive Director	\$89,164	<b>\$89,164</b>	2024
<a href="#">Math-m-addicts New York Inc</a>	NY	\$417,867	Program Director	\$109,920	<b>\$113,167</b>	2023
<a href="#">Ecostudio Foundation</a>	NY	\$526,946	Executive Director	\$23,745	<b>\$23,745</b>	2024
<a href="#">Uptown Stories Inc</a>	NY	\$559,812	Executive Director	\$72,500	<b>\$72,500</b>	2024
<a href="#">Roots Connected Inc</a>	NY	\$379,637	Executive Director	\$122,545	<b>\$119,386</b>	2025
<a href="#">Musical Mentors Collaborative Inc</a>	NY	\$563,802	Executive Director	\$120,250	<b>\$120,250</b>	2024
<a href="#">Giant Thinking</a>	NY	\$377,824	Ceo	\$3,300	<b>\$3,300</b>	2024
<a href="#">Suny College Of Esf</a>	NY	\$373,599	Former President	\$1,203	<b>\$1,203</b>	2024
<a href="#">Teach2learn Inc</a>	NY	\$373,524	Executive Director	\$61,722	<b>\$63,545</b>	2023
<a href="#">Yaffed Inc</a>	NY	\$573,444	Executive Di	\$147,917	<b>\$147,917</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Names Not Numbers Inc</a>	NY	\$590,206	President	\$96,000	<b>\$96,000</b>	2024
<a href="#">Dyslexia Alliance For Black Children</a>	NY	\$593,299	Executive Director	\$87,771	<b>\$90,364</b>	2023
<a href="#">Babies And Mothers Alive Usa</a>	NY	\$595,040	Executive Dir.	\$65,000	<b>\$66,920</b>	2023
<a href="#">Yleana Leadership Foundation Inc</a>	NY	\$596,589	Executive Director	\$165,374	<b>\$165,374</b>	2024
<a href="#">Catholic Talent Project</a>	NY	\$600,571	President	\$305,405	<b>\$305,405</b>	2024
<a href="#">Digital Girl Incorporated</a>	NY	\$338,555	Executive Director	\$100,880	<b>\$108,118</b>	2022
<a href="#">A Place For Kids</a>	NY	\$338,491	Executive Director	\$60,000	<b>\$61,772</b>	2023
<a href="#">New York District Kiwanis Foundation</a>	NY	\$604,475	Camp Executive Director	\$3,983	<b>\$4,101</b>	2023
<a href="#">Nest After 3</a>	NY	\$610,880	Executive Director	\$82,840	<b>\$85,287</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	<b>30</b> organizations. Compensation range \$1,203–\$305,405; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$471,143); for reference, expenses \$428,973 and assets \$455,164.
ROLE MATCH	Marie M Debrosse-bruno, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	17 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	17 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	17 <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 (Marie M Debrosse-bruno) 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 30 similarly situated organizations (Same NTEE sector (B90) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,440 is reasonable (approximately the 17<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.