

Institute For Healing Of Memories - North America

Executive Director / CEO

EIN 264684365
 NY · NTEE P20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gloria Hage, Executive Director / CEO** (\$99,226) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

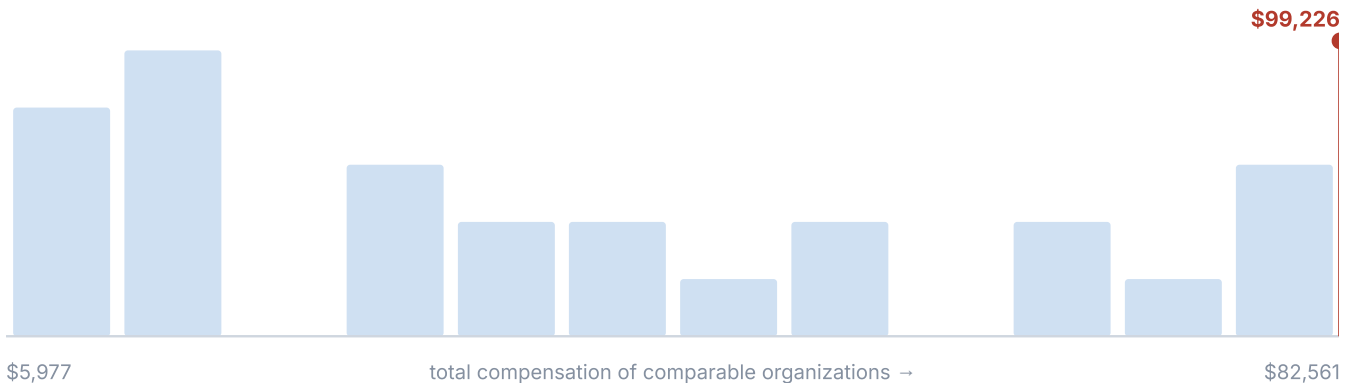
Benchmarked executive: Gloria Hage — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$98,530 and \$220,591 — 0.67x to 1.50x the subject's \$147,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NY + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,585 10TH	\$14,349 25TH	\$32,400 MEDIAN	\$52,596 75TH	\$75,931 90TH	\$99,226 THIS ORG · 100TH
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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
Latina Sisters Support Inc	NY	\$147,591	Founder	\$25,400	\$25,400	2023
Associated Catholic Charities	NY	\$146,074	Executive Director As Of 06/2024	\$36,715	\$35,662	2024
Mama Hope Inc	NY	\$145,212	Secretary	\$18,100	\$17,581	2024
Local 338 Charities Inc	NY	\$156,060	Chairman	\$51,727	\$51,727	2023
All Babies Cherished Inc	NY	\$158,208	Executive Director	\$29,584	\$28,735	2024
Spring Community Partners Inc	NY	\$167,015	Executive Dir.	\$40,700	\$40,700	2023
Miracle Church Of Christ Incorporated	NY	\$124,397	Asiamah	\$7,500	\$7,285	2024
Positive Behavior Support Community	NY	\$173,087	Executive Director	\$32,400	\$32,400	2023
Globalfest Inc	NY	\$111,384	President	\$13,440	\$13,440	2023
Cancer Resource Center Of The	NY	\$189,878	President/ce	\$84,017	\$81,607	2024
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$71,187	2024
Friends Of The East River Esplanade	NY	\$192,057	Executive Director, As Of May 2024	\$41,487	\$40,297	2024
Independence 2nd Owner Corp	NY	\$193,146	Chief Executive Officer	\$81,429	\$79,093	2024
Downstairs Cabaret Inc	NY	\$196,499	Producing Director	\$14,773	\$14,349	2024
Maria M Love Convalescent Fund	NY	\$196,724	Executive Director	\$30,168	\$28,547	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Pauls House Inc	NY	\$196,824	Director	\$15,000	\$14,194	2025
Christmas Magic Inc	NY	\$200,181	Treasurer	\$6,300	\$6,119	2024
Wheeling Forward Inc	NY	\$202,236	President	\$18,000	\$18,000	2023
Southern Door Community Land Trust Inc	NY	\$207,189	Executive Director	\$70,408	\$68,388	2024
Liga De Justicia Foundation Inc	NY	\$207,870	Executive Director	\$6,154	\$5,977	2024
P V Amman Temple Of N A	NY	\$211,062	Priest	\$6,000	\$6,000	2023
Umbrella Of The Capital District Inc	NY	\$211,846	Executive Dir.	\$54,150	\$52,596	2024
Shower Power Inc	NY	\$213,183	Executive Director	\$85,000	\$82,561	2024
Center For Family Life Community	NY	\$214,276	Co-executive Director	\$50,028	\$50,028	2023
Be A Friend Project Inc	NY	\$217,189	Executive Di	\$67,692	\$67,692	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	25 organizations. Compensation range \$5,977–\$82,561; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$147,061); for reference, expenses \$202,167 and assets \$27,659.
ROLE MATCH	Gloria Hage, reported title " <i>Executive Director</i> ", 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	80 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 (Gloria Hage) 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 25 similarly situated organizations (Same NTEE sector (P20) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,226 is reasonable (approximately the 100th 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.