

The Emma Alyson & Kate Hance

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Racquel N Rama-davis, Executive Director / CEO** (\$48,532) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

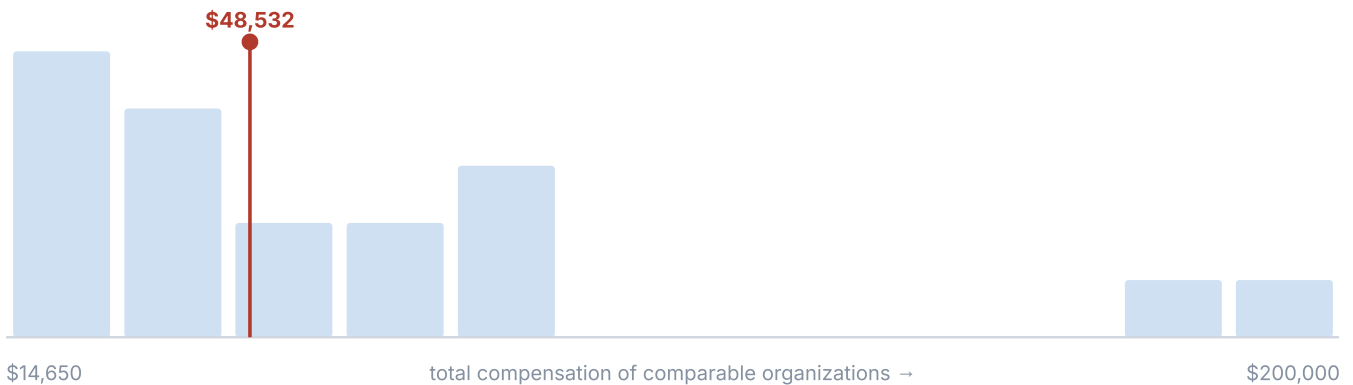
Benchmarked executive: Racquel N Rama-davis — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$324,327 and \$726,106 — 0.67x to 1.50x the subject's \$484,071 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30) + NY + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,211	\$30,793	\$44,338	\$78,459	\$118,025	\$48,532
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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
Partnership For Community Development Ltd	NY	\$491,449	Director	\$39,548	\$39,548	2024
Precious Dreams Foundation	NY	\$474,568	Executive Director	\$89,077	\$91,708	2023
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$88,025	2024
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$19,202	2023
Endless Highway Inc	NY	\$512,435	Operations Director	\$82,774	\$82,774	2024
Kopernik Society Of Broome County	NY	\$455,686	Vp/exec. Dir.	\$55,349	\$56,984	2023
The Bunim Fund	NY	\$449,595	Trustee	\$61,509	\$63,326	2023
The Childrens Foundation Of Astor	NY	\$448,665	Executive Vp	\$23,697	\$24,397	2023
Orleans Community Health Foundation Inc	NY	\$534,314	Executive Director	\$45,634	\$45,634	2024
Shalom Mountain Inc	NY	\$418,262	Executive Director	\$65,514	\$65,514	2024
Rehema Home Us Fundraising Inc	NY	\$407,357	Executive Director	\$43,042	\$43,042	2024
Aleh Lemaala Inc	NY	\$573,281	President	\$23,500	\$23,500	2024
Hearts Of Gold Inc	NY	\$376,784	Ceo	\$179,430	\$179,430	2024
Saltexchange Inc	NY	\$591,902	Ceo	\$200,000	\$200,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National School Climate Center	NY	\$355,465	Co-executive Director	\$39,570	\$39,570	2024
Breast Reconstruction Org Inc	NY	\$352,975	Executive Director	\$27,875	\$27,875	2024
American Friends Of Areivim For Our	NY	\$696,746	Trustee	\$14,650	\$14,650	2024
Project Main Street Inc	NY	\$721,094	Director	\$39,999	\$39,999	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	18 organizations. Compensation range \$14,650–\$200,000; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$484,071); for reference, expenses \$414,130 and assets \$1,007,016.
ROLE MATCH	Racquel N Rama-davis, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	44 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 (Racquel N Rama-davis) 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 18 similarly situated organizations (Same NTEE sector (T30) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,532 is reasonable (approximately the 56th 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.