

Harlem Pride Incorporated

Executive Director / CEO

EIN 272191962

NY · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carmen Neely, Executive Director / CEO** (\$18,792) against **every comparable organization** that fit the selection criteria — **230** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

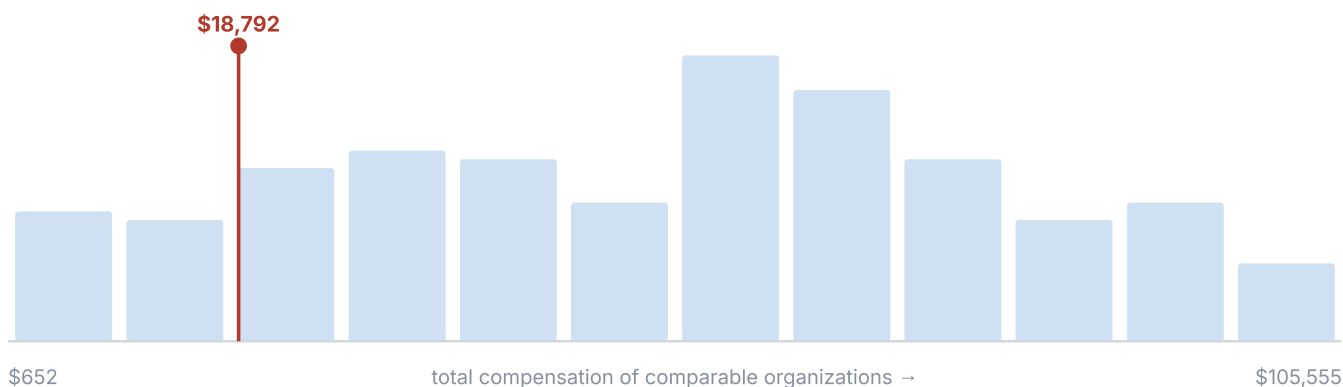
Benchmarked executive: Carmen Neely — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

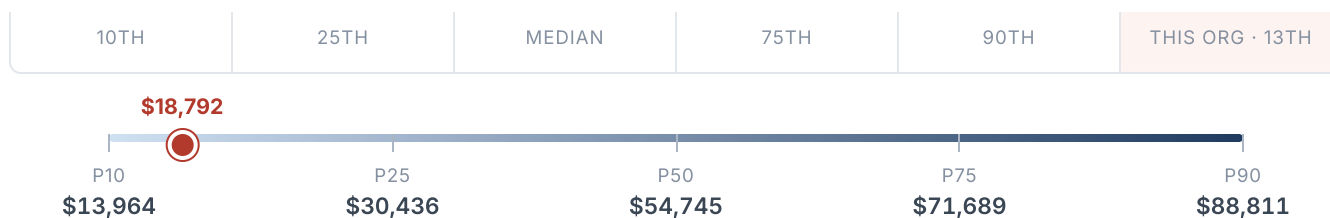
SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$165,483 and \$370,485 — 0.67x to 1.50x the subject's \$246,990 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

230 organizations qualified on sector, size, and geography → **230** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,964	\$30,436	\$54,745	\$71,689	\$88,811	\$18,792
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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
Rock Haus Foundation	TX	\$246,930	Admin Director	\$44,683	\$49,464	2023
Elite Women Of Excellence	GA	\$247,207	Executive Director/ceo	\$49,979	\$55,613	2023
Roads To Freedom	PA	\$248,112	Ceo	\$32,726	\$36,116	2023
Answer Scholarship Inc	NC	\$245,334	Executive Dir.	\$37,433	\$41,575	2024
Foresight Ski Guides Inc	CO	\$248,807	Executive Director	\$75,296	\$77,608	2024
Girls Growing li Women	MI	\$245,156	President	\$54,100	\$60,023	2024
John B Cunningham Pans And Pandas Foundation Inc	MA	\$248,969	Officer	\$80,000	\$79,556	2023
Highland Manor Apartments Inc	NC	\$244,812	President	\$15,432	\$17,139	2024
Stonewall Inn Gives Back Initiative Inc	NY	\$244,799	Ceo	\$90,792	\$88,187	2024
Status Code 4 Inc	CO	\$249,222	Chief Operating Officer	\$53,861	\$55,515	2024
Austin Pregnancy Resource Center	TX	\$244,589	Ceo	\$84,000	\$92,988	2023
The People Center Inc	MI	\$243,932	Executive Di	\$53,663	\$61,297	2023
The Erika Whitmore Godwin Foundation	CA	\$243,885	Founder & Ceo	\$101,246	\$96,750	2023
Shakopee Supportive Housing Inc	MN	\$250,159	President/tr	\$65,715	\$69,798	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Azul - Fashion Art Design Inc	FL	\$243,747	Founder & Ce	\$64,500	\$65,132	2024
New Start Inc	MD	\$243,184	Admin Specialist	\$10,939	\$10,993	2024
On Our Own Of Frederick County Inc	MD	\$251,342	Executive Director 07/2022- 03/2023	\$64,413	\$66,643	2023
Lutheran Social Services Of Central Ohio	OH	\$251,527	President & Ceo	\$9,088	\$10,652	2023
Transform Scott County Inc	KY	\$251,598	Executive Director	\$40,161	\$46,380	2024
Southside Senior Services Inc	CA	\$242,246	Executive Director	\$50,175	\$47,947	2023
Edtogether Inc	MA	\$252,762	Pres/treas/clerk/dir/exec	\$82,565	\$82,107	2023
Deafinitely Dogs	IA	\$252,979	Director	\$68,694	\$83,237	2023
Crossroads Hospice Charitable Foundation	OK	\$253,446	Executive Director	\$65,604	\$79,943	2023
Matsu Council On Aging	AK	\$253,496	Executive Director	\$92,963	\$95,534	2024
Front Step Inc	PA	\$254,541	Executive Director	\$42,000	\$45,021	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 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 **230** organizations. Compensation range \$652–\$105,555; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$246,990); for reference, expenses \$211,641 and assets \$78,444.
ROLE MATCH	Carmen Neely, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 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	13 th
Total compensation (D + F), as reported (no adjustments)	15 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	10 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 (Carmen Neely) 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 230 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,792 is reasonable (approximately the 13th 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.