

Housing Works Harlem Housing

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Andrew Coamey, Executive Director / CEO** (\$27,348) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

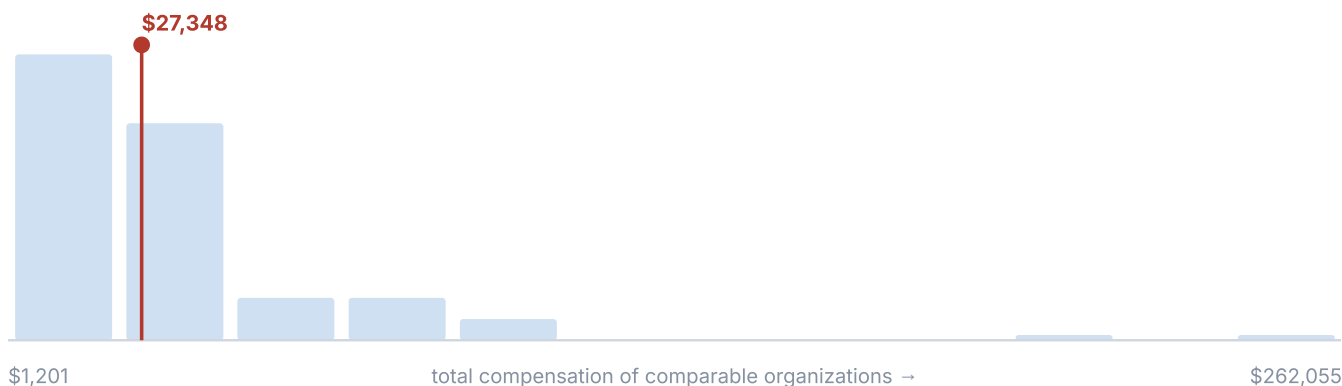
Benchmarked executive: Andrew Coamey — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$39,498 and \$88,429 — 0.67x to 1.50x the subject's \$58,953 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,824	\$13,477	\$24,838	\$39,627	\$68,964	\$27,348
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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
Passavant Memorial Homes lx	PA	\$59,091	Ceo & President	\$36,502	\$39,128	2024
Mosaic Housing Corp Xvii - Beatrice	NE	\$58,601	President	\$26,896	\$31,094	2024
Crc Housing Corporation	MA	\$59,556	President & Ceo	\$38,739	\$38,524	2023
Fswp-gl li Inc	PA	\$58,345	Ceo	\$28,093	\$31,003	2023
Bradstreet Community Housing Corporation	MA	\$57,699	Ceo	\$23,870	\$22,463	2025
Fswp-gl lii Inc	PA	\$57,658	Ceo	\$28,093	\$31,003	2023
Shdc No 2 Inc	HI	\$60,311	Exec. Dir./asst Secr.	\$12,721	\$12,604	2023
Hinze Homes Inc	MD	\$60,997	President	\$20,272	\$20,974	2023
Dni 5 Inc	MA	\$61,020	Executive Director	\$9,597	\$9,270	2024
Better Homes For North Carolina Inc	NC	\$61,093	President	\$15,000	\$17,152	2023
Homes Of Care lii Inc	MA	\$61,216	President & Ceo/director	\$24,869	\$24,022	2024
Wallace Place Nfp	IL	\$61,365	President	\$82,909	\$87,614	2024
Partners For Better Housing	AR	\$56,253	Interim Exec Director	\$62,033	\$77,165	2023
Dpi Webster Inc	MA	\$61,884	President/director	\$25,500	\$24,631	2024
Passavant Memorial Homes Housing	PA	\$62,448	Ceo & President	\$36,502	\$39,128	2024
Columbia Place	ND	\$55,260	Chief Executive Officer	\$11,097	\$13,477	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Work Housing Corporation	MA	\$62,931	President	\$28,956	\$27,969	2024
O'connor Homes Inc	MD	\$63,231	President	\$20,272	\$20,974	2023
Westside Affordable Housing Inc	GA	\$63,489	President & Ceo	\$84,307	\$93,810	2023
Gemini Housing Corporation	RI	\$54,142	Director	\$7,534	\$7,765	2024
Onic-senior Affordable Housing Inc	FL	\$53,342	President	\$32,805	\$33,126	2024
Gloucester Housing Inc	MA	\$53,167	Ceo	\$211,478	\$204,272	2024
Kalamazoo Area Housing Corporation	MI	\$53,143	Secretary/treasurer	\$15,654	\$17,368	2024
Georgetown Apartments Inc	MD	\$64,932	President	\$20,272	\$20,974	2023
Mosaic Housing Corp Xviii	NE	\$52,657	President	\$26,896	\$31,094	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	117 organizations. Compensation range \$1,201–\$262,055; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$58,953); for reference, expenses \$171,190 and assets \$2,013,187. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Andrew Coamey, reported title " <i>SECRETARY</i> ", 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 104 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 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	53 rd
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	66 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 (Andrew Coamey) 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 117 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,348 is reasonable (approximately the 53rd 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.