

Disability Pride Philadelphia Inc

Executive Director / CEO

EIN 833206102
 PA · NTEE S20
 FY ending 2025-01-31
 June 9, 2026

This analysis benchmarks the total compensation of **Vicki Landers, Executive Director / CEO** (\$13,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

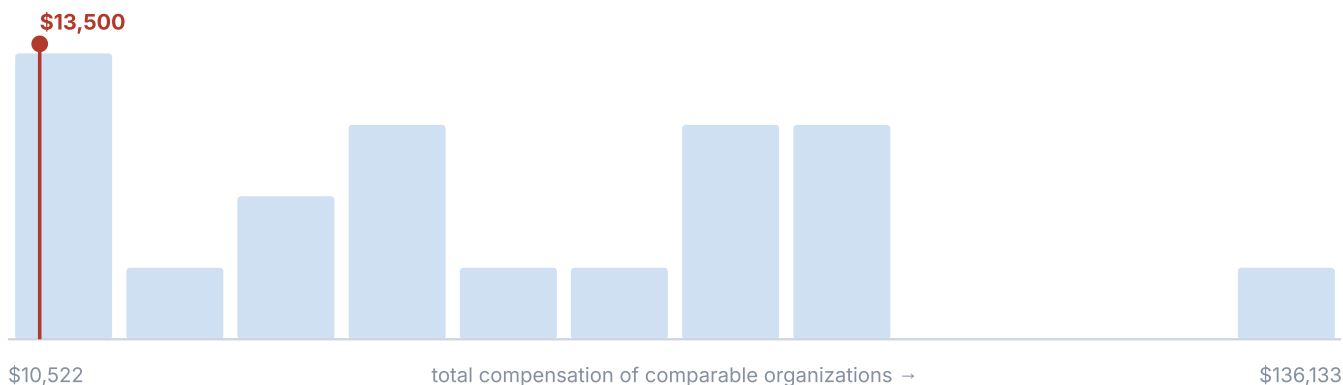
Benchmarked executive: Vicki Landers — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$240,851 and \$539,220 — 0.67x to 1.50x the subject's \$359,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + PA + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,829	\$28,462	\$49,090	\$82,166	\$92,705	\$13,500
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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 PA 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
Dimplez 4 Dayz Incorporated	PA	\$355,232	Executive Director	\$77,000	\$81,372	2023
East Passyunk Avenue Business Improvement District	PA	\$379,868	Executive Director	\$31,731	\$32,571	2024
Centro Nueva Creacion	PA	\$391,102	Director	\$45,040	\$47,597	2023
World Servants Inc	PA	\$326,260	Executive Di	\$90,000	\$92,381	2024
Sgr Foundation	PA	\$301,908	Executive Director	\$15,000	\$15,397	2024
Mount Washington Community	PA	\$301,486	Executive Dir.	\$35,000	\$35,926	2024
Wayne County Family Center	PA	\$301,055	Executive Director	\$51,094	\$53,995	2023
Shenango Valley Enterprise Zone	PA	\$418,788	Loan Coordinator	\$23,045	\$24,353	2023
Latino Hispanic American Community Center	PA	\$431,112	Executive Director	\$66,983	\$68,755	2024
Main Street Gettysburg Inc	PA	\$287,455	President	\$80,822	\$82,960	2024
Haverford Partnership For Economic	PA	\$282,424	Executive Di	\$46,453	\$49,090	2023
Erie Together	PA	\$280,307	Executive Director	\$94,000	\$94,000	2025
Centro Lancaster Ltd	PA	\$258,455	President/ceo	\$10,251	\$10,522	2024
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$47,555	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Flourish Beaver County	PA	\$245,476	Chief Executive Officer	\$132,624	\$136,133	2024
The Manchester Citizens Corporation	PA	\$485,051	Executive Director	\$70,000	\$73,974	2023
Ripple Community Inc	PA	\$500,467	Executive Director	\$86,467	\$88,755	2024
Build Our Lives Together Inc	PA	\$501,597	Executive Director	\$17,308	\$17,766	2024
Community Action Development Corporation	PA	\$532,585	Executive Director	\$11,880	\$12,555	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2025 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 PA 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	19 organizations. Compensation range \$10,522–\$136,133; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$359,480); for reference, expenses \$376,931 and assets \$4,487.
ROLE MATCH	Vicki Landers, reported title "EXECUTIVE DI", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	0 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 (Vicki Landers) 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 19 similarly situated organizations (Same NTEE sector (S20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,500 is reasonable (approximately the 11th 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.