

Hbcu First Inc

Executive Director / CEO

EIN 843831738

NY · NTEE A23

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Courtney Gray, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Courtney Gray — reported title "CHAIRMAN OF", 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 (A23).

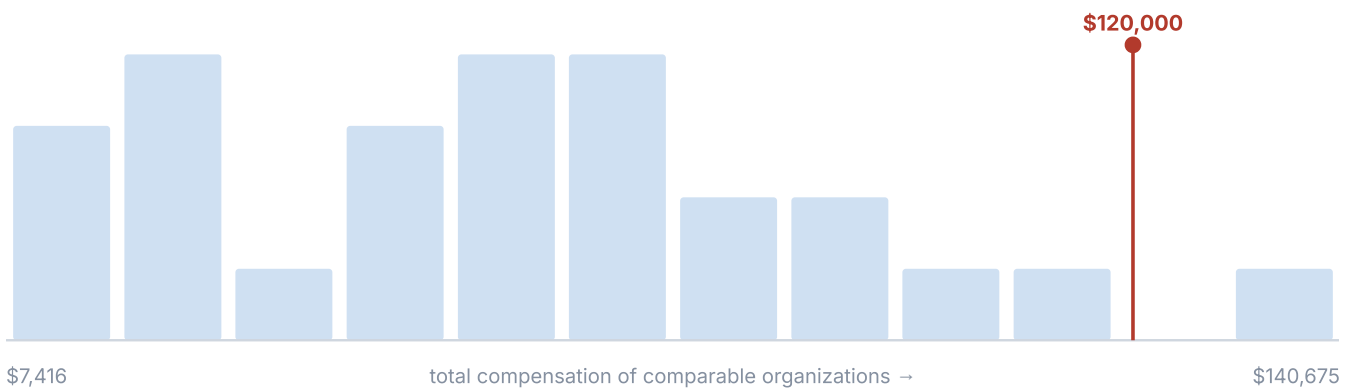
BUDGET Total revenue between \$306,349 and \$685,857 — 0.67x to 1.50x the subject's \$457,238 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (A23) + NY + budget 0.67–1.5x revenue.

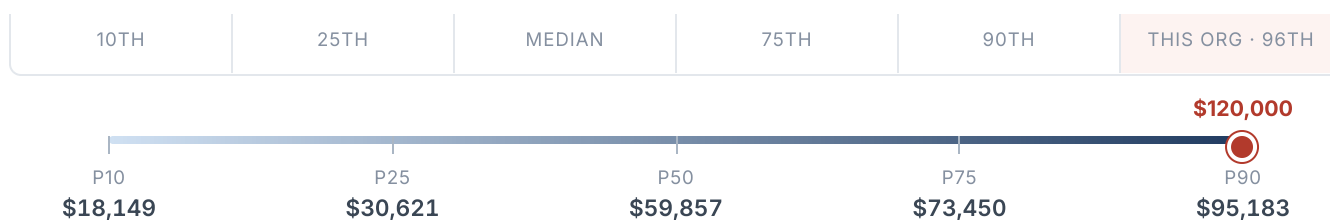
26 organizations qualified on sector, size, and geography

→ **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,149	\$30,621	\$59,857	\$73,450	\$95,183	\$120,000
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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
100 People Foundation Inc	NY	\$466,693	President	\$74,525	\$74,525	2024
Koreanamericanstoryorg Inc	NY	\$442,460	Executive Director	\$75,001	\$77,216	2023
Blackspace Urbanist Collective Inc	NY	\$432,714	Comanaging Director	\$110,000	\$110,000	2024
Subject Matter Inc	NY	\$487,822	Co-executive Director	\$60,000	\$60,000	2024
New York Chinese Cultural Center Inc	NY	\$493,915	Executive Director	\$85,500	\$85,500	2024
New York Society Of Eye Physicians And Surgeons Inc	NY	\$415,660	Executive Director	\$136,639	\$140,675	2023
Caribbeing Inc	NY	\$414,535	Executive Dir.	\$14,125	\$14,125	2024
Aspiring Leaders Enrichment Center Inc	NY	\$411,858	President	\$17,050	\$17,050	2024
Brooklyn Japanese American Family	NY	\$514,591	President	\$34,776	\$35,803	2023
Bundled Arrows Inc	NY	\$398,839	Director	\$7,416	\$7,416	2024
Dance Parade Inc	NY	\$394,841	Brd&exec Dir	\$24,750	\$24,112	2025
Yaffa Cultural Arts Inc	NY	\$379,572	Executive Director	\$28,064	\$28,893	2023
The Midtown Utica Community Center Inc	NY	\$535,813	Executive Director	\$70,223	\$70,223	2024
Alliance Francaise Of Westchester	NY	\$372,319	Executive Di	\$64,104	\$64,104	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greek America Cultural And	NY	\$367,037	President	\$44,000	\$45,300	2023
Exhibit J Inc	NY	\$366,615	Director	\$101,825	\$104,833	2023
Black Rock Global Arts Foundation Inc	NY	\$561,508	Executive Director	\$55,000	\$55,000	2024
Arteeast Inc	NY	\$347,495	Executive Director	\$70,000	\$70,000	2024
Welsh North American Association Inc	NY	\$345,937	Executive Secr.	\$50,575	\$50,575	2024
Utpl-ny Inc	NY	\$575,985	Director	\$68,758	\$68,758	2024
Mexico Beyond Mariachi Inc	NY	\$330,935	Ceo/executive Director	\$19,757	\$19,248	2025
Extend	NY	\$328,827	Director	\$85,533	\$85,533	2024
Kyoungs Pacific Beat Inc	NY	\$324,992	Executive Dir.	\$40,000	\$41,181	2023
Global Alliance Of Indigenous Peoples Gender Justi	NY	\$312,058	Director	\$58,000	\$59,713	2023
Capital District Celtic Cultural	NY	\$623,556	Executive Director	\$20,000	\$20,000	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 26 organizations. Compensation range \$7,416–\$140,675; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$457,238); for reference, expenses \$346,856 and assets \$136,269.

ROLE MATCH Courtney Gray, reported title "CHAIRMAN OF", 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.**

OUTLIERS 1 peer 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Courtney Gray) 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 26 similarly situated organizations (Same NTEE sector (A23) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 96th 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.