

American Migraine Foundation Inc

Executive Director / CEO

EIN 852527027
 NY · NTEE E70
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Carrie Howell, Executive Director / CEO** (\$1,000) against **every comparable organization** that fit the selection criteria — **121** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

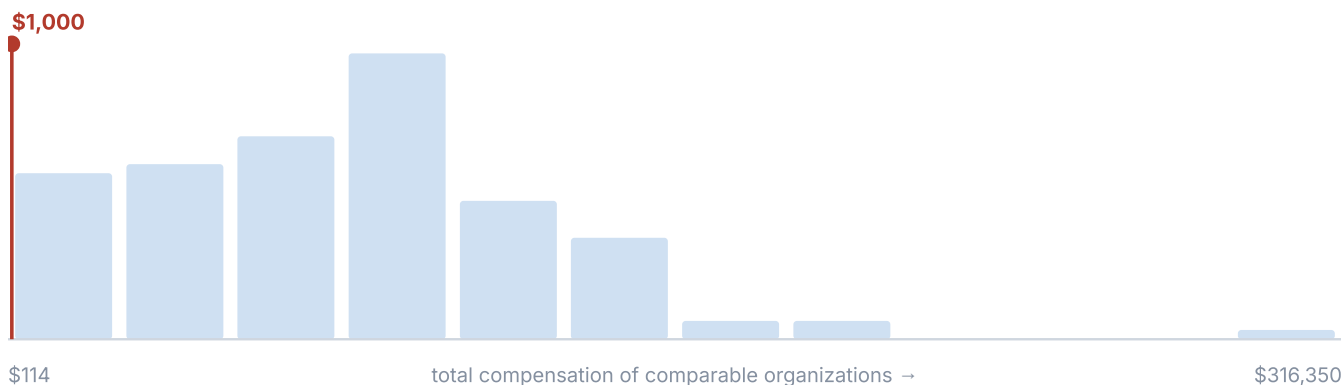
Benchmarked executive: Carrie Howell — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$197,424 and \$441,994 — 0.67x to 1.50x the subject's \$294,663 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

121 organizations qualified on sector, size, and geography → **121** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,705	\$44,946	\$79,814	\$106,922	\$141,586	\$1,000
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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
Holistic Health Community Inc	NY	\$294,421	Executive Director	\$85,200	\$85,200	2024
Azcert	AZ	\$295,291	Coo	\$151,000	\$165,455	2023
Family Voices Of Minnesota	MN	\$293,977	Executive Director	\$70,686	\$77,295	2024
Mundo De Ninos Academy	CA	\$293,914	President	\$16,647	\$15,908	2024
Northwest Pa Area Health Education Cente	PA	\$296,918	Executive Dir.	\$74,279	\$79,860	2025
Hueman Partnership	MN	\$292,159	Executive Director	\$103,442	\$113,113	2024
Faith Hope & Love Christian Ministr	GA	\$297,330	Medical Dire	\$136,500	\$151,886	2024
Boone County Hospital Foundation	IA	\$298,829	Executive Dir.	\$26,449	\$31,222	2025
West Virginia Healthy Kids And Families Coalition	WV	\$289,950	Executive Director	\$48,030	\$59,251	2023
Scenic Rivers Area Health Education	WI	\$287,248	Executive Director	\$84,732	\$97,929	2024
Bartow Health Access Inc	GA	\$286,417	Executive Director	\$28,600	\$31,824	2024
Living Well Foundation	MO	\$286,403	Ceo	\$174,081	\$204,043	2024
Nevada Medical Center Inc	NV	\$305,650	President	\$85,800	\$92,722	2025
Minority Organ And Tissue Transplant	OH	\$281,229	President And Ceo	\$51,618	\$60,502	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Upstream Public Health	OR	\$308,414	Executive Director	\$55,500	\$57,037	2024
Midwest Street Medicine	SD	\$308,652	Medical Director	\$30,000	\$35,696	2025
Yoga Sanctuary	MN	\$280,633	Exective Dir	\$14,333	\$15,673	2024
East Hawaii Health Pharmacy	HI	\$279,924	President	\$54,959	\$56,061	2023
Starting Hearts	CO	\$310,830	Executive Director	\$92,000	\$100,508	2023
His Healing Hands	CA	\$311,958	Ceo	\$93,936	\$89,765	2024
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$30,403	2023
Breastfeeding Outreach For Our	OH	\$313,880	Executive Di	\$151,218	\$177,245	2024
Wisconsin Northern Highland Ahec Inc	WI	\$314,699	Executive Dir.	\$100,928	\$113,640	2025
Needle Exchange Emergency Distribution	CA	\$315,045	Director	\$36,772	\$35,139	2024
California Coalition For Harm Reduction	CA	\$272,222	Chief Executive Office	\$331,050	\$316,350	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 **121** organizations. Compensation range \$114–\$316,350; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$294,663); for reference, expenses \$941,001 and assets \$704,348. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Carrie Howell, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	2 nd

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 (Carrie Howell) 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 10, 2026, comparing compensation against 121 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,000 is reasonable (approximately the 2nd 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 10, 2026.