

# Greater Hood Community Development Corporation

Executive Director / CEO

EIN 853545377

NY · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Gomez, Executive Director / CEO** (\$4,200) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Nancy Gomez — reported title “Program Director”, 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 (P20).

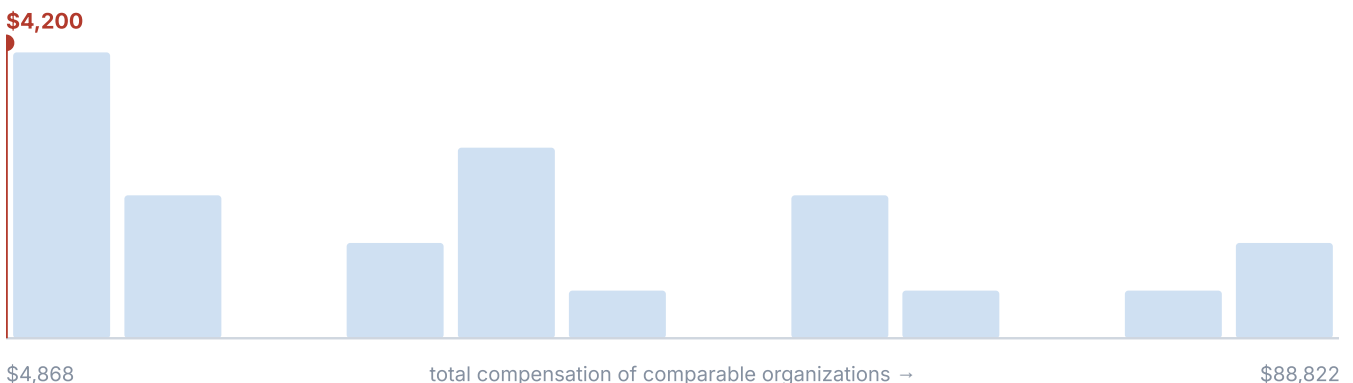
**BUDGET** Total revenue between \$5,226 and \$11,700 — 0.67x to 1.50x the subject's \$7,800 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$7,991</b> 10TH	<b>\$12,414</b> 25TH	<b>\$35,868</b> MEDIAN	<b>\$54,709</b> 75TH	<b>\$73,746</b> 90TH	<b>\$4,200</b> THIS ORG · 0TH
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**\$4,200**



## ■ 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
<a href="#">Mercy Ministries Inc</a>	SC	\$7,684	Director	\$38,000	<b>\$45,167</b>	2023
<a href="#">Community Living Corporation</a>	MI	\$7,665	Ceo	\$33,282	<b>\$38,016</b>	2024
<a href="#">Outfitters Incorporated</a>	IN	\$8,072	Executive Director	\$9,351	<b>\$10,632</b>	2025
<a href="#">Building People Power</a>	CA	\$8,368	Director	\$80,000	<b>\$76,448</b>	2024
<a href="#">Community Health Foundation Of</a>	MA	\$8,441	Executive Director	\$9,024	<b>\$8,974</b>	2024
<a href="#">Pasadena-foothill Valley Ywca</a>	CA	\$8,639	Chief Executive Officer	\$6,148	<b>\$6,049</b>	2023
<a href="#">Guyanese Diaspora Charity</a>	PA	\$8,732	President	\$16,000	<b>\$17,657</b>	2024
<a href="#">Noahh So Inc</a>	LA	\$6,464	Executive Director	\$10,978	<b>\$13,772</b>	2023
<a href="#">Charles W Hoppy Adams Jr Foundation Inc</a>	MD	\$9,248	Chair/ceo	\$36,000	<b>\$37,246</b>	2024
<a href="#">Cooperative Resources Inc</a>	MN	\$9,391	Executive Director	\$49,980	<b>\$54,653</b>	2024
<a href="#">Reclamation And Restoration Ministries Inc</a>	LA	\$6,148	Chairman And Ceo	\$72,890	<b>\$88,822</b>	2024
<a href="#">Hope For Tomorrow Foundation</a>	NY	\$9,595	Cfo	\$10,739	<b>\$11,056</b>	2023
<a href="#">Generations Restored Youth And Community Center Inc</a>	PA	\$9,650	Field Liaison	\$7,018	<b>\$7,745</b>	2024
<a href="#">Woodcock Housing Foundation</a>	CA	\$9,871	Ceo	\$61,000	<b>\$60,013</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Itasca Hospice Foundation</a>	MN	\$5,694	Executive Director	\$34,375	<b>\$38,699</b>	2023
<a href="#">The British Home Life Services</a>	IL	\$5,679	Ceo	\$50,336	<b>\$54,764</b>	2024
<a href="#">Fitzmaurice Community Services</a>	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	<b>\$27,770</b>	2024
<a href="#">The Way Home Adoption Inc</a>	TX	\$5,609	Program Director	\$75,500	<b>\$83,578</b>	2024
<a href="#">The Reciprocity Foundation</a>	NY	\$5,443	—	\$18,750	<b>\$18,750</b>	2024
<a href="#">Crudup-ward Activity Center</a>	MS	\$10,615	Ceo	\$3,950	<b>\$4,868</b>	2024
<a href="#">The Hope Project Live Love Serve Inc</a>	NC	\$10,648	Director	\$55,040	<b>\$62,936</b>	2024
<a href="#">Distinct Abilities Childrens Center Inc</a>	TX	\$11,069	President	\$26,000	<b>\$28,782</b>	2024
<a href="#">Life Choice Solutions Inc</a>	MI	\$11,237	Chief Executive Officer	\$30,500	<b>\$35,868</b>	2023

**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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 23 organizations. Compensation range \$4,868–\$88,822; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$7,800); for reference, expenses \$113,191 and assets \$11,545. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Nancy Gomez, reported title "*Program Director*", 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** 10 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	43 <sup>rd</sup>
All sources (D + E + F), adjusted	0 <sup>th</sup>

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 (Nancy Gomez) 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 23 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,200 is reasonable (approximately the 0<sup>th</sup> 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.