

Furniture Friends

Executive Director / CEO

EIN **010513662**
 ME · NTEE P20
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Jenn Mcadoo, Executive Director / CEO** (\$72,438) against **every comparable organization** that fit the selection criteria — **1069** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

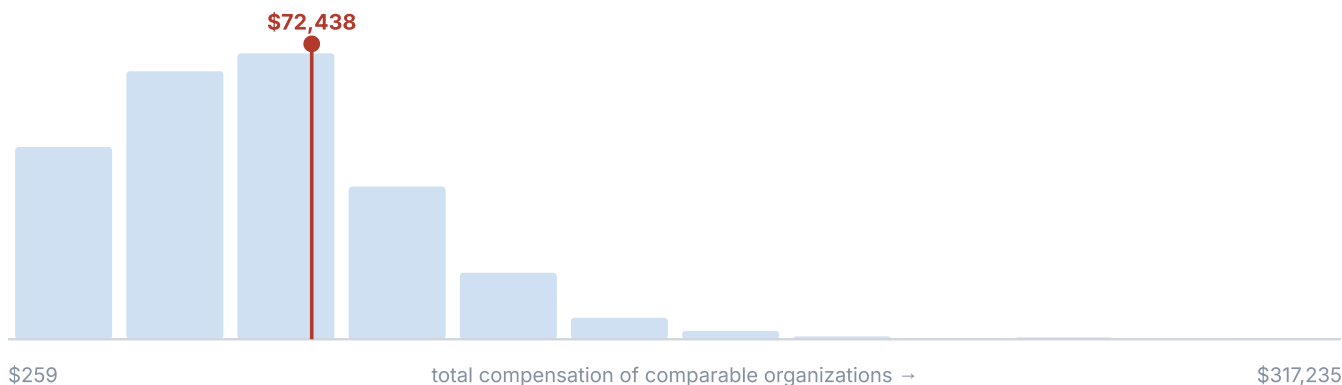
Benchmarked executive: Jenn Mcadoo — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$268,306 and \$600,687 — 0.67x to 1.50x the subject's \$400,458 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,069 organizations qualified on sector, size, and geography → **1,069** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,804	\$34,034	\$55,272	\$80,138	\$106,138	\$72,438
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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 ME 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
Families For Depression Awareness Inc	MA	\$400,607	Coexec Director	\$104,939	\$91,471	2024
The Tyler Clementi Foundation Inc	NJ	\$400,709	Ceo And Vice President	\$115,927	\$103,366	2023
Faith In Action Northern Com Partner Inc	VT	\$400,788	Ex. Director	\$26,933	\$26,295	2024
Kossuth Foundation Of The Hungarian Reformed Federation Of America	DC	\$400,873	Director	\$8,000	\$6,809	2024
Hunt Motors Inc	CA	\$400,032	Principal Ceo	\$300	\$259	2023
Rts Missions Inc	FL	\$399,914	President	\$74,867	\$68,222	2024
Women's Wellness Spa(ce)	PA	\$401,009	President	\$97,500	\$94,314	2024
Redemptive Faith Inc	TX	\$401,026	President	\$47,584	\$46,171	2024
Family Promise Of Carbon County	PA	\$401,063	Executive Director	\$66,950	\$64,762	2024
Highest Horizon Support Services	FL	\$399,532	Ceo	\$84,000	\$76,545	2024
Safe Passage Inc	KY	\$399,436	Founder & President	\$57,500	\$61,693	2023
The Other Side	AR	\$399,318	President	\$26,000	\$28,349	2024
Lishmor Inc	NJ	\$401,599	President	\$79,692	\$69,019	2024
Musical Theatre Academy Of Orange County	CA	\$401,813	Exective Artist	\$72,000	\$58,753	2025
Network Delaware Inc	DE	\$398,831	Executive Director	\$35,443	\$33,663	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mighty Moms	LA	\$398,700	Executive Dir.	\$23,438	\$25,774	2023
Bertie County Hive House	NC	\$402,250	Ceo	\$50,500	\$50,615	2024
California Immunization Coalition	CA	\$402,482	Executive Dir.	\$97,376	\$81,562	2024
Project Hope Inc	NE	\$402,580	Executive Director	\$71,681	\$74,784	2024
Maine Administrators Of Services For	ME	\$402,620	Executive Director	\$88,506	\$85,967	2024
The Cove	WA	\$397,998	Executive Director	\$25,967	\$23,217	2023
Haven Of Rest Ministries Inc	TX	\$397,597	Executive Director	\$39,798	\$39,757	2023
Rebuilding Macon Inc	GA	\$403,421	Executive Di	\$78,000	\$78,323	2023
Lifework Leadership Orlando Inc	FL	\$397,475	Executive Dir.	\$132,852	\$117,940	2025
Leonardo's Basement	MN	\$403,541	Co-executive Director	\$68,750	\$65,896	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 **1069** organizations. Compensation range \$259–\$317,235; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$400,458); for reference, expenses \$338,439 and assets \$334,328.

ROLE MATCH	Jenn Mcadoo, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	48 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	23 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	69 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	71 st
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 (Jenn Mcadoo) 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 1069 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,438 is reasonable (approximately the 69th 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.