

Francis Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **David Cannamela, Executive Director / CEO** (\$115,126) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

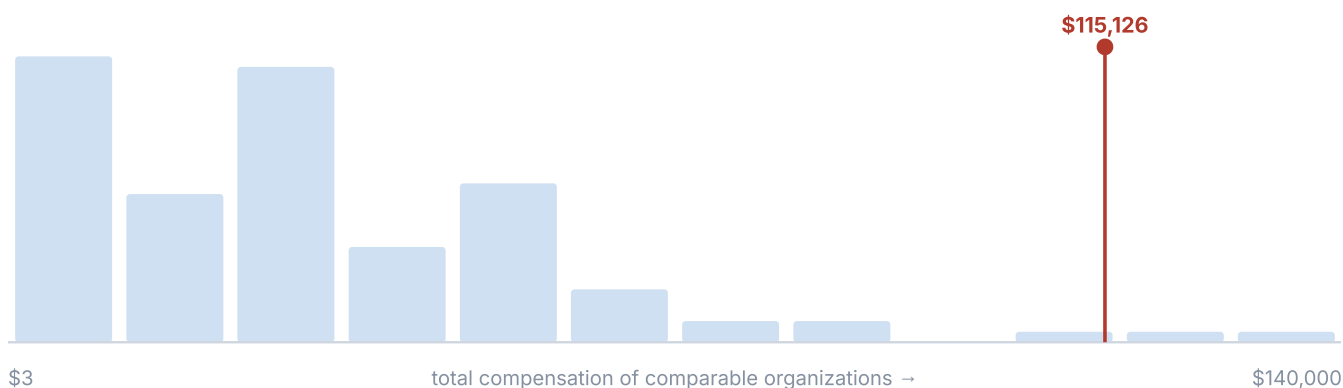
BUDGET Total revenue between \$44,492 and \$99,610 — 0.67x to 1.50x the subject's \$66,407 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography

→ **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,268	\$9,396	\$26,957	\$46,920	\$59,992	\$115,126
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 98TH

\$115,126



■ **Comparable organizations**

P16
\$4,268

P25
\$9,396

P50
\$26,957

P75
\$46,920

P90
\$59,992

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 VT cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Im Young And Empowered Inc	NV	\$66,379	\$32,604	990
Get America Working Inc	VA	\$66,075	\$52,433	990
Connecting Paths Pr Inc	PR	\$66,966	\$24,972	990
Infinity Equine Therapy Inc	NJ	\$65,726	\$2,839	990
Mohonk Education & Neuropsychological Foundation Inc	CT	\$65,483	\$16,690	990
Wellness Works Inc	AK	\$65,228	\$6,995	990
Quiet Storm Outreach Group Inc	AL	\$67,713	\$2,683	990
Vida Spiritual Learning Center Inc	CA	\$64,776	\$38,441	990
Spiritual United Nations	IL	\$64,644	\$9,142	990
United Way Of North Central Arkansas	AR	\$64,594	\$40,807	990
Northeast Minneapolis Lions Community	MN	\$64,518	\$42,030	990
Family Reaching Out Connecting And Supporting Inc	CO	\$68,721	\$36,656	990
Npx Charitable Inc	CA	\$63,502	\$8,832	990
Wildcat Ultimate Frisbee	IL	\$69,396	\$7,632	990
La Crosse Area Veterans Mentor Program	WI	\$69,466	\$17,421	990
Nigerian Center Inc	DC	\$63,152	\$4,263	990
Pandemic Patients	SC	\$62,724	\$26,948	990
Drake Community Development Inc	NC	\$70,334	\$22,898	990
Love The Child	TX	\$70,410	\$6,923	990
Lights 4 Hope Inc	FL	\$62,011	\$4,744	990
Sequel Inc	SD	\$71,064	\$13,016	990
Successful Living Center	AL	\$60,911	\$21,896	990
Indian American Impact Project	DC	\$60,623	\$26,006	990
Hermosa Beach Kiwanis Foundation	CA	\$72,205	\$5,147	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
International Mission Center	MO	\$72,854	\$52,283	990

■ 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 VT 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	103 organizations. Compensation range \$3–\$140,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$66,407); for reference, expenses \$224,866 and assets \$935,853. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	David Cannamela, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 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	98th
Total compensation (D + F), as reported (no adjustments)	98th
Reportable pay only (column D), adjusted	98th
All sources (D + E + F), adjusted	83rd

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 (David Cannamela) 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 103 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$115,126 is reasonable (approximately the 98th 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). 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.