

Visiting Nurse Associations Of New

Executive Director / CEO

EIN **042910487**
 MA · NTEE E21Z
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Everett Devaney, Executive Director / CEO** (\$166,491) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

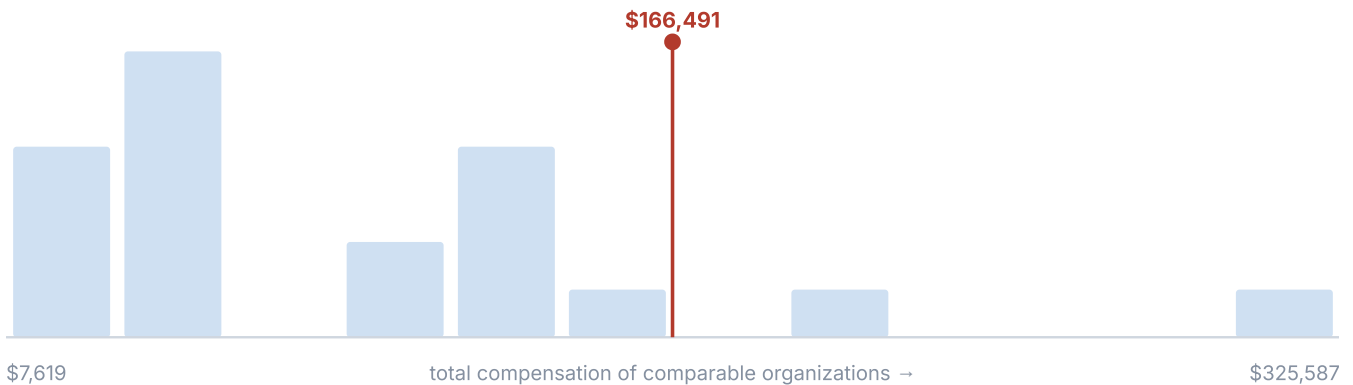
Benchmarked executive: Everett Devaney — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E21Z).
BUDGET	Total revenue between \$293,492 and \$657,073 — 0.67x to 1.50x the subject's \$438,049 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E21), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,285	\$36,624	\$58,488	\$126,779	\$163,185	\$166,491
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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 MA 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
Utmb Health Plans Inc	TX	\$436,037	Former President And Ceo	\$6,844	\$7,619	2024
Public Health Fund	PA	\$433,474	Member	\$175,125	\$200,085	2023
San Joaquin Valley Free Medical Clinic And Needle Exchange	CA	\$446,572	President	\$42,226	\$41,774	2023
Fair Share Hospitals Collaborative	NY	\$420,000	Exec. Dir. As Of 04/01/24	\$116,688	\$117,339	2024
Dartmouth-hitchcock Medical Center	NH	\$460,431	Trustee / Ex-officio Ceo	\$47,441	\$50,187	2023
Capital Region Health Care Corporation	NH	\$474,580	President & Ceo, Member Ex-officio	\$316,861	\$325,587	2024
Hospital Executive Council Inc	NY	\$393,588	Executive Director	\$125,492	\$129,919	2023
Affinity Health Alliance Inc	DE	\$379,184	Director, President-Thru 1/23	\$84,880	\$95,219	2023
Joyful Journey Inc	IN	\$373,739	Executive Director	\$74,923	\$90,522	2023
Mercy Health Fort Smith Communities	AR	\$507,609	President - Clinic	\$27,870	\$35,891	2023
Dominican Health Services	CA	\$517,789	Executive Vice President	\$133,930	\$132,498	2023
Friends Of Lamprey Health Care Inc	NH	\$530,279	Co-ceo	\$44,546	\$45,773	2024
Westcoast Access To Children's	FL	\$538,508	Officer	\$114,875	\$123,639	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Healthcare Resources	IA	\$540,288	Financial Director	\$10,440	\$13,096	2023
Marimed Foundation For Island	HI	\$325,410	President/ce	\$150,096	\$153,960	2023
Mercy Healthcare Foundation - Clinton	IA	\$320,461	Exec Dir; Mercyone Clinton Mktg Dir	\$22,585	\$28,332	2023
Fairview Hospital Inc	ME	\$596,860	Secretary, N	\$31,110	\$33,773	2025
Dayspring Holdings Inc	KY	\$623,117	President	\$50,214	\$58,488	2025
Vantage Health Group	PA	\$648,915	Assistant Secretary/treasu	\$32,696	\$37,356	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	19 organizations. Compensation range \$7,619–\$325,587; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$438,049); for reference, expenses \$441,042 and assets \$501,208.
ROLE MATCH	Everett Devaney, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	42 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 (Everett Devaney) 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 19 similarly situated organizations (Same NTEE sector (E21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$166,491 is reasonable (approximately the 89th 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.