

# Handi-crafters' Foundation Inc

Executive Director / CEO

EIN 232209346

PA · NTEE P120

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **April Ennis Pierson, Executive Director / CEO** (\$18,342) against **every comparable organization** that fit the selection criteria — **418** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

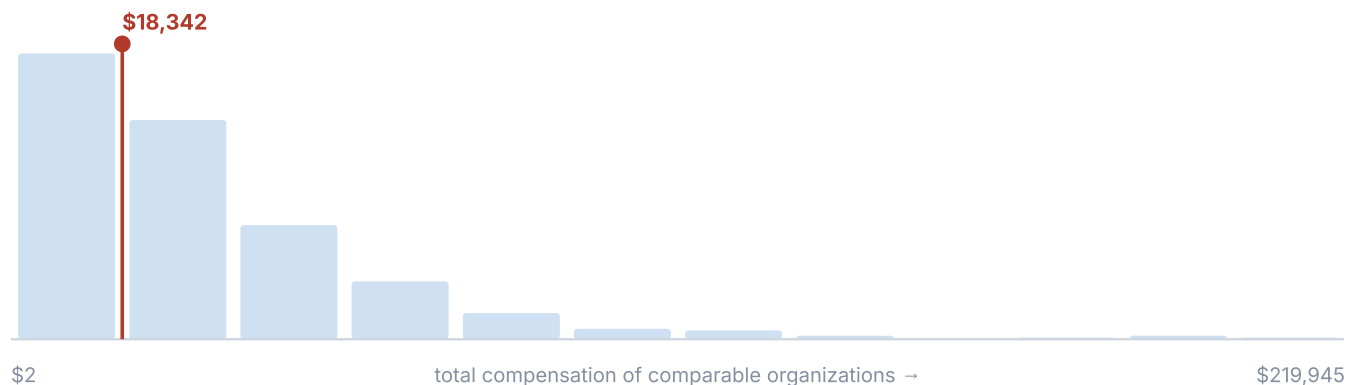
**Benchmarked executive:** April Ennis Pierson — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P120).
BUDGET	Total revenue between \$47,077 and \$105,397 — 0.67x to 1.50x the subject's \$70,265 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**418** organizations qualified on sector, size, and geography → **418** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,275	\$12,205	\$23,708	\$41,481	\$64,576	\$18,342
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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 PA 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="#">Drake Community Development Inc</a>	NC	\$70,334	President	\$22,305	<b>\$23,111</b>	2024
<a href="#">The 565 Mayfield Foundation</a>	CA	\$70,154	Assistant Treasurer	\$20,190	<b>\$17,482</b>	2024
<a href="#">Love The Child</a>	TX	\$70,410	President	\$6,500	<b>\$6,988</b>	2022
<a href="#">Huntsville Commuity Of Hope</a>	AL	\$70,424	President & Director	\$55,000	<b>\$59,583</b>	2024
<a href="#">Creative Housing.li Beechwood Inc</a>	OH	\$70,035	President	\$9,011	<b>\$9,571</b>	2024
<a href="#">Just Keep Smiling Inc</a>	AL	\$69,842	Founder/dire	\$2,400	<b>\$2,677</b>	2023
<a href="#">Elizabeth Foundation</a>	GA	\$69,744	Founder	\$12,000	<b>\$12,456</b>	2023
<a href="#">La Crosse Area Veterans Mentor Program</a>	WI	\$69,466	Operations Manager	\$16,790	<b>\$17,584</b>	2024
<a href="#">Sequel Inc</a>	SD	\$71,064	Executive Di	\$80,841	<b>\$89,466</b>	2024
<a href="#">Wildcat Ultimate Frisbee</a>	IL	\$69,396	President	\$7,590	<b>\$7,703</b>	2023
<a href="#">Alterra Mountain Company</a>	CO	\$69,315	Foundation Director (Thru 6/24)	\$181,460	<b>\$174,481</b>	2024
<a href="#">Creative Housing.l Bretton Woods</a>	OH	\$69,250	President	\$8,713	<b>\$9,527</b>	2023
<a href="#">Orphans First</a>	CA	\$71,304	President	\$12,000	<b>\$10,697</b>	2023
<a href="#">Life Services Network Foundation</a>	IL	\$69,222	President And Ceo	\$31,373	<b>\$30,929</b>	2024
<a href="#">Central Mississippi Prevention</a>	MS	\$71,465	Executive Di	\$14,732	<b>\$16,453</b>	2024
<a href="#">Polack Family Supporting Foundation</a>	WA	\$71,475	Ceo	\$65,540	<b>\$58,841</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Gwinnett County Seniors Services Inc</a>	GA	\$69,043	Director	\$2	<b>\$2</b>	2023
<a href="#">Trempealeau County Homes Inc</a>	WI	\$71,490	President	\$25,912	<b>\$27,137</b>	2024
<a href="#">Just Partners Inc</a>	GA	\$68,923	President	\$125,000	<b>\$126,034</b>	2024
<a href="#">Bridging Lives Inc</a>	FL	\$68,750	President	\$22,500	<b>\$21,196</b>	2024
<a href="#">Family Reaching Out Connecting And Supporting Inc</a>	CO	\$68,721	President	\$37,373	<b>\$36,997</b>	2023
<a href="#">Walker Methodist Health Center Inc</a>	MN	\$71,858	President/ceo	\$29,924	<b>\$29,650</b>	2024
<a href="#">Community Help Center Of Ne Tn</a>	TN	\$68,602	Manager	\$8,790	<b>\$9,539</b>	2023
<a href="#">Nami Athens Ohio</a>	OH	\$68,490	Exec Director	\$38,730	<b>\$41,135</b>	2024
<a href="#">Jng Inc</a>	NY	\$68,380	Chief Executive Officer	\$24,419	<b>\$22,127</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 418 organizations. Compensation range \$2–\$219,945; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$70,265); for reference, expenses \$109,999 and assets \$2,076,933. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	April Ennis Pierson, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	143 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	38 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (April Ennis Pierson) 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 418 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,342 is reasonable (approximately the 39<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.