

Fort Shiloh Boys Home Inc

Executive Director / CEO

EIN 237311258

WY · NTEE P70Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kurt McNabb, Executive Director / CEO** (\$29,093) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kurt McNabb — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P70Z).

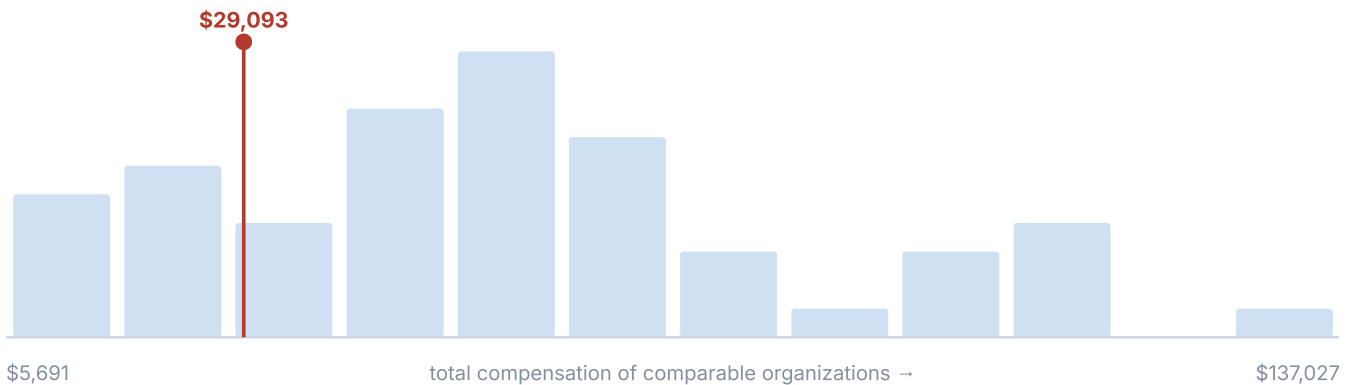
BUDGET Total revenue between \$226,383 and \$506,829 — 0.67x to 1.50x the subject's \$337,886 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography

→ **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,283

\$36,539

\$53,074

\$65,872

\$102,830

\$29,093



■ 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 WY 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
Anlee Residential Services Inc	OH	\$332,171	President	\$57,327	\$55,075	2024
Clark-floyd System Of Care And Prevent Child Abuse	IN	\$344,312	Ex Director	\$68,995	\$65,998	2024
Cliff Haven Adult Day Health Care Inc	TX	\$329,486	Executive Director	\$18,000	\$16,815	2023
Adult Day Care Of Richmond Inc	IN	\$346,791	Executive Director	\$58,277	\$55,745	2024
Giving Back Life Inc	OH	\$324,697	Founder And Ceo	\$78,600	\$75,513	2024
Odyssey Foundation Of New York	NY	\$322,418	President/ceo	\$135,468	\$114,317	2023
New Destiny Youth Facility Inc	CA	\$354,285	Executive Director	\$127,871	\$103,114	2023
Blessed Hands Catering To The Aging & Disable Inc	PA	\$319,903	Director	\$11,192	\$10,423	2023
White Family Care Services	CA	\$356,706	Chairman	\$59,223	\$46,387	2024
The Fold Inc	VT	\$316,181	Executive Director	\$74,011	\$65,830	2025
Skagit Adult Day Care	WA	\$316,037	Executive Director	\$67,725	\$55,000	2024
Illinois Masonic Children's Home	IL	\$359,936	Grand Secretary	\$8,542	\$7,617	2024
Breath Of Life Adult Day Service	MN	\$364,160	Executive Director	\$56,608	\$50,737	2024
Green River Independent Living-iii Inc	KY	\$310,958	Ceo	\$21,870	\$21,942	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pabich's Residential Facility Inc	WI	\$309,503	President	\$44,600	\$42,250	2024
Abundant Living Adult Day Services Inc	NC	\$369,476	President/ceo	\$13,158	\$12,332	2024
Golden Visions Adult Day Services	PA	\$305,261	Executive Director	\$69,600	\$61,335	2025
Asi Duluth Inc	MN	\$304,670	President/tr	\$65,715	\$60,639	2023
Asi Billings Inc	MN	\$304,109	President/tr	\$65,715	\$60,639	2023
Preston Ranch Ministries	CO	\$375,416	Interim Dir	\$24,000	\$21,491	2023
Cambridge House Enrichment Center	GA	\$297,079	Executive Di	\$12,460	\$11,700	2023
For His Kingdom	GA	\$296,546	Executive Di	\$108,240	\$98,720	2024
Grace Children's Home Company	NE	\$380,712	President/ex	\$53,396	\$52,093	2024
Valley Care Association	PA	\$385,991	Chief Executive Officer	\$39,302	\$36,601	2023
Christian Institute Of Human Relations	PA	\$289,342	Secretary	\$29,915	\$27,060	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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 52 organizations. Compensation range \$5,691–\$137,027; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$337,886); for reference, expenses \$351,962 and assets \$98,259.

ROLE MATCH	Kurt McNabb, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	21 st
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	13 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 (Kurt McNabb) 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 52 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,093 is reasonable (approximately the 21st 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.