

# Vera French Commons Inc

Executive Director / CEO

EIN 421469273  
 IA · NTEE P75Z  
 FY ending 2022-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Stacy Kiser-willey, Executive Director / CEO** (\$14,735) against **every comparable organization** that fit the selection criteria — **331** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Stacy Kiser-willey — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P75Z).
BUDGET	Total revenue between \$40,171 and \$89,935 — 0.67x to 1.50x the subject's \$59,957 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**331** organizations qualified on sector, size, and geography → **331** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,388	\$10,077	\$19,781	\$35,168	\$52,985	\$14,735
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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 IA 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="#">Paralegics On Independent</a>	TX	\$59,596	Exec. Direct	\$45,400	<b>\$39,843</b>	2023
<a href="#">Passavant Memorial Homes Housing</a>	PA	\$59,553	Ceo & President	\$36,502	<b>\$31,019</b>	2024
<a href="#">Irish Meadows Inc</a>	MD	\$60,373	President	\$20,272	<b>\$16,628</b>	2023
<a href="#">Independent Living Horizons Three Inc</a>	GA	\$60,566	President/ceo	\$21,151	<b>\$18,658</b>	2023
<a href="#">Restoration Community Development Corporation</a>	TX	\$59,303	Executive Director	\$13,000	<b>\$11,082</b>	2024
<a href="#">Indian American Impact Project</a>	DC	\$60,623	Former Executive Director	\$29,829	<b>\$22,306</b>	2024
<a href="#">Rainbow Wellness Collective Inc</a>	MN	\$59,260	Executive Dir.	\$25,962	<b>\$21,861</b>	2024
<a href="#">Neighbor 2 Neighbor</a>	TN	\$59,224	Executive Di	\$70,521	<b>\$61,540</b>	2025
<a href="#">Dark Horse Futures Foundation</a>	NC	\$59,210	Incorporator	\$3,000	<b>\$2,641</b>	2024
<a href="#">The Yakutat Tlingit Tribe Nonprofit</a>	AK	\$59,173	Cfo	\$9,456	<b>\$7,704</b>	2024
<a href="#">The Bridge Of Central Massachusetts</a>	MA	\$59,173	President & Ceo	\$29,151	<b>\$22,982</b>	2023
<a href="#">Utah Pet Partners</a>	UT	\$59,153	Executive Director	\$24,989	<b>\$22,438</b>	2023
<a href="#">Orlando Police Foundation Inc</a>	FL	\$59,146	Executive Director	\$26,073	<b>\$20,873</b>	2024
<a href="#">Izzys Angels Inc</a>	MD	\$60,824	Executive Director	\$52,000	<b>\$42,651</b>	2023
<a href="#">Successful Living Center</a>	AL	\$60,911	Executive Director/ceo	\$20,400	<b>\$18,780</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pgc Qalicb</a>	PA	\$61,000	Treasurer	\$10,847	<b>\$9,218</b>	2024
<a href="#">Neighbors Who Care Inc</a>	MA	\$58,913	Secretary & Executive Dire	\$2,000	<b>\$1,577</b>	2023
<a href="#">Veterans Support Brigade</a>	MN	\$58,911	Directorgambling Manager	\$114,050	<b>\$96,033</b>	2024
<a href="#">Family Services Of Western Pennsylvania</a>	PA	\$61,058	Ceo	\$28,093	<b>\$24,579</b>	2023
<a href="#">Troy Masonic Community Center Ltd</a>	NY	\$61,111	Treasurer	\$600	<b>\$462</b>	2024
<a href="#">Valley Care Community Consortium Inc</a>	CA	\$58,785	Interim Executive Director	\$49,833	<b>\$36,669</b>	2024
<a href="#">Watershed Associates Inc</a>	NY	\$58,717	Ceo	\$23,171	<b>\$18,369</b>	2023
<a href="#">Pride Center West Texas</a>	TX	\$61,426	Executive Director	\$13,540	<b>\$11,542</b>	2024
<a href="#">A Brighter Community Inc</a>	FL	\$61,618	Executive Director	\$62,113	<b>\$49,724</b>	2024
<a href="#">The Carolinas Foundation For Hospice And</a>	NC	\$58,047	Executive Director	\$27,901	<b>\$25,292</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2022 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 IA 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **331** organizations. Compensation range \$2–\$224,593; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$59,957); for reference, expenses \$67,387 and assets \$507,122.

ROLE MATCH	Stacy Kiser-willey, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	110 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	19 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	31 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	69 <sup>th</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 (Stacy Kiser-willey) 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 331 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,735 is reasonable (approximately the 36<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.