

Home Care Foundation Of New Jersey Inc

Executive Director / CEO

EIN 432007355
 NJ · NTEE F11
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy Fitterer, Executive Director / CEO** (\$20,826) against **every comparable organization** that fit the selection criteria — **167** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F11).
BUDGET	Total revenue between \$71,367 and \$159,777 — 0.67x to 1.50x the subject's \$106,518 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

167 organizations qualified on sector, size, and geography → **167** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,692	\$23,953	\$44,509	\$68,015	\$79,819	\$20,826
---------	----------	----------	----------	----------	----------



● 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 NJ 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
Speakup About Drugs	AR	\$105,249	Executive Director	\$44,804	\$56,406	2024
Csms Physicians' Health & Education Fund	CT	\$105,167	Executive Director	\$10,970	\$11,860	2023
Aspire To Be Great	OH	\$104,983	Exective Director	\$20,809	\$24,685	2024
Counseling At The Peak	CO	\$108,117	Director	\$17,185	\$18,456	2024
Ocl Properties Vii Inc	NY	\$104,552	Chief Financial Officer	\$73,290	\$74,175	2024
Family And Children's Center Inc	IN	\$108,817	Dir Of Bus -	\$36,085	\$42,621	2024
The Foundation For Excellence In	OR	\$103,363	Chief Administrative Offic	\$110,924	\$115,374	2024
Project Share Vi Inc	NY	\$103,215	Executive Director	\$70,564	\$73,526	2023
Bell Tower Inc	IN	\$109,853	Ex-officio & Regional Ceo	\$63,183	\$76,831	2023
Rays House Inc	OK	\$103,050	Executive Dir.	\$12,030	\$14,837	2024
Star Community Support Services	PA	\$102,740	Ceo	\$45,501	\$50,821	2024
Samaritan Counseling Center	NY	\$110,406	Executive Di	\$48,651	\$49,239	2024
Bunker Residential Home	MO	\$111,118	Manager	\$23,914	\$28,369	2024
Lakeview Place Inc	FL	\$100,580	Board Chair	\$11,777	\$12,758	2023
Mental Health Association	NJ	\$112,616	President/ceo	\$3,450	\$3,552	2023
Spf-iroch	IL	\$99,742	President/ceo	\$30,975	\$35,114	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Watertower West Inc	IN	\$99,521	Ex-officio & Regional Ceo	\$63,183	\$76,831	2023
Childrens Bereavement Center Of South	TX	\$99,465	Staff Liaison	\$130,989	\$146,756	2024
Turning Everything Around	NC	\$113,970	President	\$15,500	\$18,468	2023
Strategies For Change	CA	\$114,061	Director	\$38,295	\$38,130	2023
Ocl Properties Iii West Inc	NY	\$98,287	Chief Financial Officer	\$73,290	\$74,175	2024
Cla Homes I Corp	VA	\$98,070	Executive Director	\$3,855	\$4,062	2025
Solide Inc	TX	\$98,030	Ex Director	\$16,200	\$18,150	2024
The Sanctuary Foundation	ND	\$97,562	Vice President	\$24,700	\$30,359	2024
Aish Seminars Inc	MD	\$97,209	President	\$56,000	\$58,638	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	167 organizations. Compensation range \$247–\$329,898; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$106,518); for reference, expenses \$103,583 and assets \$160,331.
ROLE MATCH	Nancy Fitterer, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 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	22 nd
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	75 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 (Nancy Fitterer) 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 167 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,826 is reasonable (approximately the 22nd 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.