

# Project Home Again

Executive Director / CEO

EIN 472261131

MA · NTEE W19

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Nancy Kanell, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **398** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Nancy Kanell — 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 (W19).
BUDGET	Total revenue between \$295,955 and \$662,587 — 0.67x to 1.50x the subject's \$441,725 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

**398** organizations qualified on sector, size, and geography → **398** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,994	\$42,861	\$79,166	\$117,437	\$161,812	\$85,000
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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
<a href="#">Government Investment Officers Association</a>	NV	\$440,968	Executive Director	\$9,500	<b>\$10,597</b>	2023
<a href="#">Family Business Alliance</a>	MI	\$443,061	Director	\$17,391	<b>\$19,402</b>	2024
<a href="#">Roslyn Vfw Home Association</a>	PA	\$440,300	Bar Manager Board Member	\$39,600	<b>\$43,946</b>	2023
<a href="#">Saratoga Warhorse Foundation Inc</a>	NY	\$439,809	Executive Di	\$155,357	<b>\$156,223</b>	2023
<a href="#">Defi Education Fund</a>	DC	\$438,672	Ceo	\$230,477	<b>\$225,069</b>	2023
<a href="#">Moral Compass Federation Inc</a>	VA	\$445,112	Ceo, Vice President	\$80,659	<b>\$84,180</b>	2024
<a href="#">Alabama Postal Credit Union</a>	AL	\$437,267	Manager/ceo	\$60,125	<b>\$72,284</b>	2023
<a href="#">Washington Dc Homeland Security</a>	DC	\$446,271	President	\$196,000	<b>\$191,401</b>	2023
<a href="#">National Memorial Of Military</a>	IL	\$436,890	Secretary	\$10,800	<b>\$11,476</b>	2024
<a href="#">Neighbors United</a>	MI	\$446,639	President	\$13,500	<b>\$15,062</b>	2024
<a href="#">The Future Of Heat Intiative Inc</a>	MA	\$436,175	Executive Director	\$62,500	<b>\$60,707</b>	2024
<a href="#">Liet Harold R Cornwall Post 1298</a>	KY	\$447,276	Quartermaster	\$6,500	<b>\$7,771</b>	2023
<a href="#">Returning Veterans Project</a>	OR	\$435,384	Executive Dir.	\$109,882	<b>\$110,298</b>	2024
<a href="#">Citizens For Local Power Inc</a>	NY	\$435,324	Former Executive Director	\$80,000	<b>\$78,138</b>	2024
<a href="#">California City Management Foundation</a>	CA	\$434,938	Executive Director	\$129,394	<b>\$124,338</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Browns Creek Water Co Inc</a>	SC	\$434,394	Dir - Operat	\$58,640	<b>\$68,078</b>	2023
<a href="#">New York State Association Of Traffic</a>	NY	\$449,202	Treasurer	\$6,338	<b>\$6,373</b>	2023
<a href="#">Michigan Credit Union Foundation</a>	MI	\$432,747	Executive Director	\$3,029	<b>\$3,479</b>	2023
<a href="#">American Legion Walter Graham Post 332</a>	IL	\$432,360	Manager	\$43,428	<b>\$46,149</b>	2024
<a href="#">The Salvation Army Albuquerque Residences Inc</a>	CA	\$453,092	President	\$32,694	<b>\$31,416</b>	2023
<a href="#">Rjlok Foundation</a>	OK	\$429,260	President	\$91,700	<b>\$109,142</b>	2024
<a href="#">Soldier On Foundation Inc</a>	MA	\$454,212	Ceo, Director	\$18,020	<b>\$18,020</b>	2023
<a href="#">Women Winning</a>	MN	\$428,587	Executive Director	\$160,542	<b>\$171,466</b>	2024
<a href="#">California Operation Lifesaver Inc</a>	CA	\$427,839	Executive Dir.	\$88,137	<b>\$82,263</b>	2024
<a href="#">Pennsylvania Center For Employee</a>	PA	\$456,673	Ceo And Trea	\$153,320	<b>\$170,146</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **398** organizations. Compensation range \$146–\$922,219; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$441,725); for reference, expenses \$329,848 and assets \$455,089.

ROLE MATCH	Nancy Kanell, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	48 <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 (Nancy Kanell) 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 13, 2026, comparing compensation against 398 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 55<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 13, 2026.