

Visionary Ventures Nfp Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Shelly Tucciarelli, Executive Director / CEO** (\$13,900) against **every comparable organization** that fit the selection criteria — **251** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Shelly Tucciarelli — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$144,939 and \$324,492 — 0.67x to 1.50x the subject's \$216,328 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

251 organizations qualified on sector, size, and geography → **251** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,154	\$18,167	\$36,562	\$60,476	\$78,683	\$13,900
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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 IL 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
Green River Asset Building	KY	\$216,637	Executive Di	\$57,269	\$60,972	2025
Norfolk Housing Development Fund	NY	\$215,841	Board Member	\$38,288	\$36,232	2023
Magnolia Manor Of Macon Supportive	GA	\$217,128	Ceo	\$9,957	\$10,484	2023
Continuum Supportive Housing Of	CT	\$217,156	President & Ceo (Until 7/2/24)	\$99,790	\$95,171	2024
Northwest Affordable Housing Inc	WI	\$214,525	Fiscal Manager	\$44,333	\$47,095	2024
Memphis Supportive Housing Inc	MN	\$214,379	President/tr	\$65,715	\$68,000	2023
Mckinley Ii Inc	IL	\$214,126	President	\$31,395	\$32,322	2023
Acacia Real Estate Development Inc	NY	\$218,550	President	\$101,830	\$93,597	2024
Legacy Affordable Housing Trust	SC	\$219,640	President	\$30,500	\$32,365	2024
Macgregor Housing Development Corporation	NC	\$219,798	President	\$41,059	\$43,153	2024
Dela Vina Housing Inc	CA	\$212,068	Executive Director	\$3,602	\$3,164	2024
Ford Road Supportive Housing Inc	CA	\$220,641	President	\$43,669	\$39,489	2023
Cumberland Court Housing Commission	WI	\$211,695	Secretary	\$34,518	\$36,668	2024
New Directions Housing Corporation	IL	\$221,054	President	\$150,000	\$154,431	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lexington Community Land Trust	KY	\$211,380	Former Executive Director	\$87,386	\$98,318	2023
Community Housing, Iii Inc	OR	\$221,426	President & Ceo (Until Oct. 2023)	\$27,042	\$26,299	2023
4 Bishop Street Inc	MA	\$211,199	Pres. & Ceo	\$15,150	\$13,848	2024
Glendale Housing Corporation	CA	\$210,867	Chief Executive Officer	\$61,000	\$55,161	2023
Mantua I Corporation	PA	\$221,996	Director Of Construction	\$13,787	\$14,398	2023
Site K Inc	CA	\$210,341	President	\$45,067	\$39,584	2024
Network Housing '90 Inc	OH	\$210,136	Ceo (Exited 3.24.25)	\$30,598	\$32,965	2024
Delphi Housinginc	IN	\$209,902	Board Presid	\$30,833	\$33,074	2024
Lf Kingman Place Inc	AZ	\$209,751	President/ceo	\$34,911	\$34,151	2024
Long Island Housing Partnership	NY	\$223,347	President	\$58,483	\$55,342	2023
Bethesda Manor Inc	TX	\$209,112	Manager	\$18,000	\$18,856	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 251 organizations. Compensation range \$410–\$296,942; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$216,328); for reference, expenses \$218,999 and assets \$1,809.

ROLE MATCH	Shelly Tucciarelli, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	165 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	19 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	5 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 (Shelly Tucciarelli) 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 251 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,900 is reasonable (approximately the 19th 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.