

Committee For The Families Of War

Executive Director / CEO

EIN 510552901

NY · NTEE A84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Renna, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **1341** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Stephen Renna — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A84).
BUDGET	Total revenue between \$105,963 and \$237,232 — 0.67x to 1.50x the subject's \$158,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

1,341 organizations qualified on sector, size, and geography → **1,341** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,849	\$18,499	\$38,184	\$58,800	\$78,270	\$14,400
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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 NY 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
The Warehouse Inc	WI	\$158,144	Executive Di	\$32,400	\$38,552	2023
Milan Historical Museum Inc	OH	\$158,097	Executive Director	\$71,428	\$83,722	2024
Danse Etoile Ballet Inc	CO	\$158,053	Director	\$70,265	\$74,561	2024
Virginia Glee Club Inc	VA	\$158,339	General Manager	\$29,200	\$32,122	2023
Island Stage Left	WA	\$157,842	Executive Di	\$49,666	\$50,662	2023
Articulture	MN	\$158,528	Executive Dir.	\$37,316	\$42,010	2023
East Tennessee Historical Society Foundation	TN	\$157,780	President/ceo	\$13,361	\$15,542	2024
Quincy Music Theatre Inc	FL	\$158,540	Executive Di	\$12,606	\$13,492	2023
Photo Art & Science Foundation	MO	\$158,544	Executive Director	\$52,500	\$63,354	2023
Childrens Art Studio	DC	\$158,586	Chair	\$130,000	\$126,245	2024
Mashup Contemporary Dance Company	CA	\$158,587	Executive Direcor	\$9,728	\$9,296	2024
Tyler Park Center For The Arts Inc	PA	\$157,663	Executive Director	\$15,000	\$16,554	2024
Oklahoma Mural Syndicate	OK	\$158,724	President	\$3,998	\$5,016	2023
Kenilworth Historical Society	IL	\$157,577	Director	\$53,998	\$60,483	2023
Lewistown Art Center	MT	\$157,562	Executive Di	\$31,346	\$38,497	2023
Hidalgo Foundation	TX	\$157,430	Pres./exec. Dir	\$44,083	\$48,800	2024
Lawrence Children's Choir Inc	KS	\$158,976	Executive Di	\$36,221	\$42,188	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Silver Reef Foundation Inc	UT	\$157,200	Director	\$20,350	\$23,049	2024
California Arts Advocates	CA	\$157,175	Ceo	\$49,951	\$49,142	2023
Pa Museums	PA	\$159,147	Executive Director, Ex Officio	\$49,500	\$56,241	2023
Seasun Theatre Artist Group	CA	\$157,161	Director	\$6,940	\$6,828	2023
Delaware County Historical Society	PA	\$159,182	Acting Executive Director	\$56,000	\$61,801	2024
Museum Of Ceramics Foundation	OH	\$159,251	Key Employee	\$21,325	\$24,995	2024
Grateful Crane Ensemble Inc	CA	\$159,290	Exec Director	\$47,616	\$45,502	2024
Flamenco Denver	CO	\$156,978	Executive Dir.	\$55,434	\$58,823	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	1341 organizations. Compensation range \$23–\$317,106; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$158,155); for reference, expenses \$122,808 and assets \$293,364.
ROLE MATCH	Stephen Renna, reported title <i>"BOARD MEMBER"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 25 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	20 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	18 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 (Stephen Renna) 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 1341 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 20th 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.