

Home Alliance Inc

Executive Director / CEO

EIN 571080743
 SC · NTEE L41
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Nancy Giordano, Executive Director / CEO** (\$74,250) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

Benchmarked executive: Nancy Giordano — reported title “EXECUTIVE DIRECTOR AND SEC”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

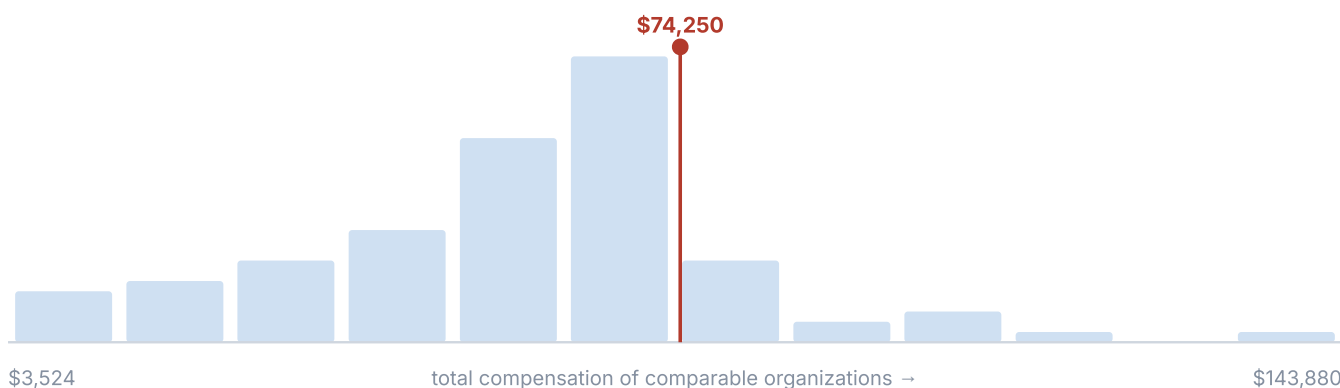
SECTOR Organizations sharing the subject's NTEE classification (L41).

BUDGET Total revenue between \$270,950 and \$606,606 — 0.67x to 1.50x the subject's \$404,404 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

93 organizations qualified on sector, size, and geography → **93** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,504	\$45,801	\$59,870	\$68,036	\$80,816	\$74,250
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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 SC 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
Tyson's Community Development Inc	FL	\$404,069	Director	\$31,850	\$27,857	2024
Family Promise Of Greene Co Oh	OH	\$406,099	Facility Director	\$65,975	\$66,981	2023
Phoenix Recovery Institute	OK	\$409,370	Program Director	\$61,659	\$63,213	2024
Brunswick Partnership For Housing Inc	NC	\$393,222	Executive Director	\$45,621	\$42,757	2025
Unity Place Housing Inc	FL	\$390,810	President	\$164,500	\$143,880	2024
Illinois Valley Family Coalition	OR	\$390,371	Executive Di	\$27,302	\$23,606	2024
Community Service Alliance	OH	\$387,851	Executive Di	\$83,067	\$84,334	2023
Leavenworth Interfaith Community Of Hope	KS	\$424,624	Executive Director	\$66,000	\$66,385	2024
Hope Haven Ministries Inc	TN	\$429,651	Executive Director	\$50,000	\$48,934	2024
Family Promise Of Shenandoah County Inc	VA	\$429,921	Executive Director	\$72,088	\$64,805	2024
Hospitality House	WA	\$377,790	Executive Director	\$84,917	\$72,875	2023
1960 Community Hope Center	TX	\$377,665	Exec Director	\$81,497	\$75,901	2024
Catalyst Rescue Mission Inc	IN	\$432,694	Board Member	\$16,800	\$16,982	2023
Gracebound Inc	CA	\$433,413	President	\$48,156	\$38,715	2024
Sarah Jane Bentley Foundation	PA	\$438,266	Executive Dir	\$100,300	\$93,125	2024
Moravian Open Door Inc	NY	\$438,968	Executive Director	\$74,865	\$62,985	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inner City Night Shelter Inc	GA	\$440,932	Executive Di	\$86,590	\$81,062	2024
Connections Of Cumberland County Inc	NC	\$367,010	Executive Director	\$81,000	\$77,924	2024
Clinton County Services For The Homeless	OH	\$366,995	Ex Director	\$69,750	\$68,782	2024
The Resilient Place	TX	\$365,512	President	\$12,600	\$12,081	2023
Windham Region No Freeze Project	CT	\$364,670	Executive Di	\$54,656	\$49,122	2023
Nashville Launch Pad Inc	TN	\$445,645	Executive Di	\$62,115	\$62,585	2023
Albany Rescue Mission	GA	\$446,601	Ceo	\$63,950	\$59,867	2024
Family Promise - Salt Lake	UT	\$361,894	Executive Director	\$91,799	\$87,476	2024
Opportunity Place Inc	FL	\$448,000	Executive Director	\$63,649	\$54,235	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	93 organizations. Compensation range \$3,524–\$143,880; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$404,404); for reference, expenses \$524,171 and assets \$3,411,033.
ROLE MATCH	Nancy Giordano, reported title <i>"EXECUTIVE DIRECTOR AND SEC"</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 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 10 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	84 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	80 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 Giordano) 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 93 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,250 is reasonable (approximately the 84th 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.