

Supporting Area Families Everyday

Executive Director / CEO

EIN 843572608

PA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather Mcnett, Executive Director / CEO** (\$68,226) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

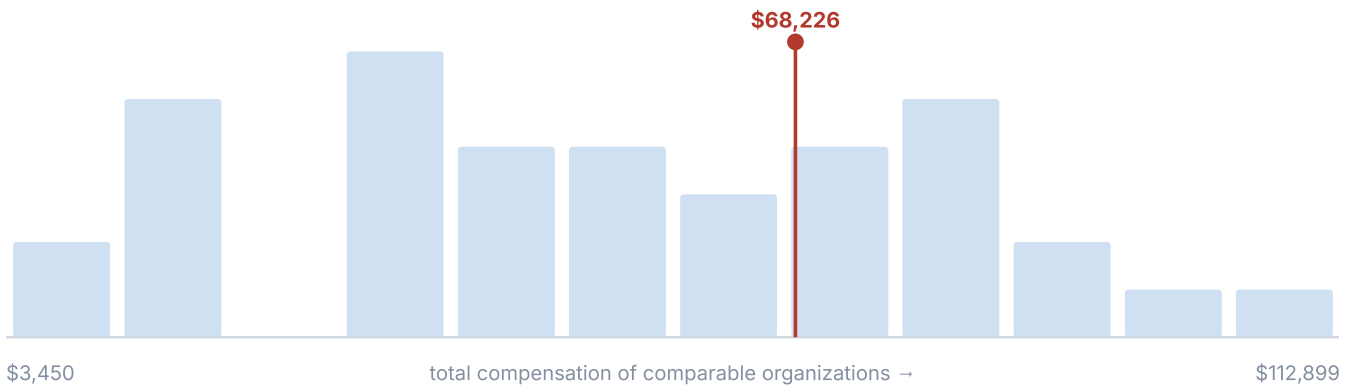
Benchmarked executive: Heather Mcnett — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$147,343 and \$329,874 — 0.67x to 1.50x the subject's \$219,916 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,098	\$33,852	\$53,900	\$76,327	\$86,495	\$68,226
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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 PA 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
Exeter Community Education Foundation	PA	\$219,893	Executive Director	\$31,000	\$31,000	2024
Selfless Solutions Inc	PA	\$216,586	President	\$12,000	\$12,000	2024
The Pointe	PA	\$224,391	Director	\$37,167	\$38,265	2023
Awaken Pittsburgh	PA	\$225,793	Founder & Executive Director	\$42,183	\$42,183	2024
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$52,000	2024
Africa Dream Partnership	PA	\$212,338	Director, Employee	\$45,750	\$47,101	2023
Juniper Community Missions	PA	\$210,693	President	\$16,800	\$17,296	2023
The Long Short Road Inc	PA	\$207,159	President & Ceo	\$92,032	\$92,032	2024
The Arc Alliance Guardianship Services	PA	\$205,454	Executive Director	\$54,094	\$55,692	2023
Northeastern Area Social Service Center Of York Co	PA	\$234,654	Executive Director	\$47,459	\$48,861	2023
The Center For Positive Aging In	PA	\$235,861	Exec Directo	\$76,327	\$76,327	2024
Jada House International Inc	PA	\$235,879	Executive Dir.	\$60,567	\$62,356	2023
Healthy Steps Diaper Bank	PA	\$240,826	Executive Director	\$32,740	\$32,740	2024
Life Factors Ministries	PA	\$198,228	President	\$101,324	\$101,324	2024
Pa Fop Foundation	PA	\$197,602	Past Executive Director	\$16,000	\$16,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fiorenza's Food For Friends	PA	\$242,342	Executive Director	\$81,250	\$81,250	2024
Caitlin's Smiles Inc	PA	\$242,835	Founder/ceo	\$34,500	\$35,519	2023
Westlanco Love Inc	PA	\$251,542	Executive Director	\$65,040	\$65,040	2024
The Simple Way	PA	\$253,264	Executive Di	\$20,818	\$20,818	2024
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$79,636	2025
Project Cpr	PA	\$179,363	Pres	\$89,154	\$89,154	2024
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$74,700	2024
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	Executive Director	\$79,368	\$79,368	2024
Neighborhood Crusades Inc	PA	\$174,265	Director	\$33,100	\$34,078	2023
Don Mills Achievement Center	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	\$70,507	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	37 organizations. Compensation range \$3,450–\$112,899; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$219,916); for reference, expenses \$266,203 and assets \$33,782.
ROLE MATCH	Heather Mcnett, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	65 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	65 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 (Heather Mcnett) 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 37 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,226 is reasonable (approximately the 65th 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.