

# Hannahs House

Executive Director / CEO

EIN 900064204

NJ · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Francina Pendergrass, Executive Director / CEO** (\$18,240) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

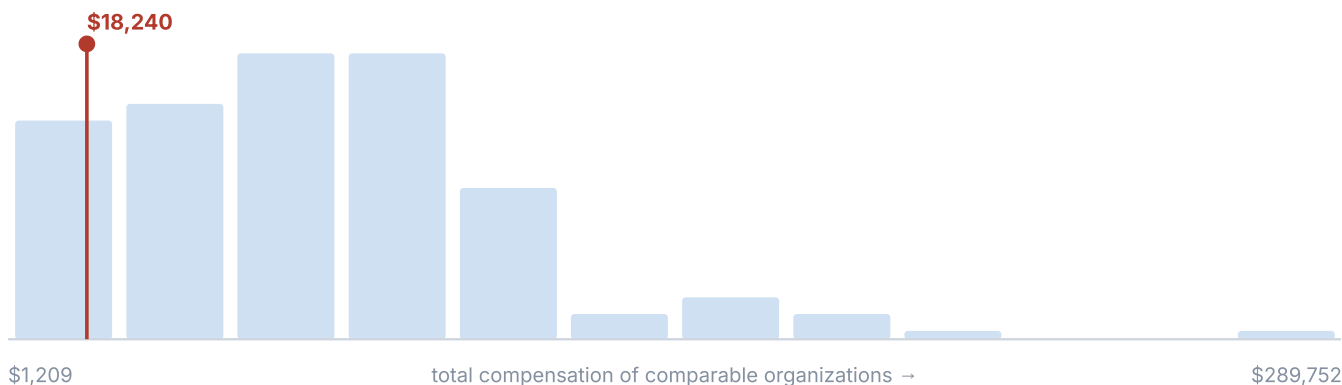
**Benchmarked executive:** Francina Pendergrass — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$210,812 and \$471,969 — 0.67x to 1.50x the subject's \$314,646 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**153** organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,253	\$35,085	\$65,785	\$90,719	\$108,900	\$18,240
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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 NJ 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="#">Progress For Good Inc</a>	NY	\$314,802	Founder	\$31,333	<b>\$32,648</b>	2023
<a href="#">Literacy Volunteers Of Greater Waterbury</a>	CT	\$314,920	Executive Director	\$90,569	<b>\$97,920</b>	2023
<a href="#">Leadership Greater Mchenry County</a>	IL	\$313,863	Executive Di	\$89,404	<b>\$95,906</b>	2025
<a href="#">Leadership Education Mission Alliance Lema Inst</a>	MI	\$315,656	President	\$70,000	<b>\$80,924</b>	2024
<a href="#">Nowmattersnow Org</a>	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	<b>\$156,030</b>	2024
<a href="#">Adagio Institute Inc</a>	TX	\$311,557	Summers	\$66,464	<b>\$76,664</b>	2023
<a href="#">The Oped Project Public Knowledge Fund Inc</a>	NY	\$310,570	Executive Director	\$25,000	<b>\$25,302</b>	2024
<a href="#">Well For The Journey Inc</a>	MD	\$310,084	Executive Di	\$83,700	<b>\$87,644</b>	2024
<a href="#">Ploughshare Institute For Sustainable</a>	TX	\$319,261	Vice President	\$21,750	<b>\$25,087</b>	2023
<a href="#">Virginia Head Start Associationinc</a>	VA	\$321,006	Executive Di	\$83,888	<b>\$90,719</b>	2024
<a href="#">Stronghold Leadership</a>	PA	\$307,572	Executive Director	\$93,333	<b>\$104,246</b>	2024
<a href="#">Mindful Birthing And Parenting</a>	CA	\$323,526	Vice President	\$28,550	<b>\$27,612</b>	2024
<a href="#">Harrison Co Alternative Educ Center</a>	IN	\$304,887	Director	\$78,750	<b>\$95,761</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">California State Society For Opticians</a>	CA	\$326,005	Executive Officer	\$42,600	<b>\$41,200</b>	2024
<a href="#">Florida Council On Crime And Deliqu</a>	FL	\$302,882	Executive Se	\$15,000	<b>\$15,783</b>	2024
<a href="#">Ct League Of Conservation Voters</a>	CT	\$327,117	President	\$64,739	<b>\$67,985</b>	2024
<a href="#">The Conservative Agenda Project</a>	CT	\$301,250	President And Director	\$268,000	<b>\$289,752</b>	2023
<a href="#">Starting Now Corporation</a>	FL	\$328,951	Director	\$72,664	<b>\$78,713</b>	2023
<a href="#">Clifford Antone Foundation</a>	TX	\$329,181	Executive Director	\$68,500	<b>\$76,745</b>	2024
<a href="#">Nevada Water Resources Association</a>	NV	\$298,632	Executive Co	\$75,529	<b>\$84,795</b>	2024
<a href="#">Cleveland Empowerment Foundation</a>	MS	\$332,100	Director, Ch	\$27,217	<b>\$34,954</b>	2023
<a href="#">Instituto Para El Desarrollo Humano</a>	PR	\$297,025	Operations Director	\$31,925	<b>\$32,868</b>	2023
<a href="#">Glu Childrens Council Inc</a>	NE	\$296,492	Director	\$74,428	<b>\$89,659</b>	2024
<a href="#">American Institute Of Healthcare Compliance</a>	OH	\$332,828	Lpn, Bs, Cca, Cifha, Cha, Chcm, Chbs, Chco, Ohcc, Cmdp, Icdct-cm/pcs	\$54,223	<b>\$66,224</b>	2023
<a href="#">Epiphany Women In Focus</a>	CA	\$296,387	Ceo	\$62,000	<b>\$61,734</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	153 organizations. Compensation range \$1,209–\$289,752; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$314,646); for reference, expenses \$244,357 and assets \$428,156.
ROLE MATCH	Francina Pendergrass, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	9 <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 (Francina Pendergrass) 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 153 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,240 is reasonable (approximately the 12<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.