

# The Butterfly Foundation

Executive Director / CEO

EIN 270483016  
 CO · NTEE T99  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Jen Malott, Executive Director / CEO** (\$16,501) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

**Benchmarked executive:** Jen Malott — reported title “EXECUTIVE 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

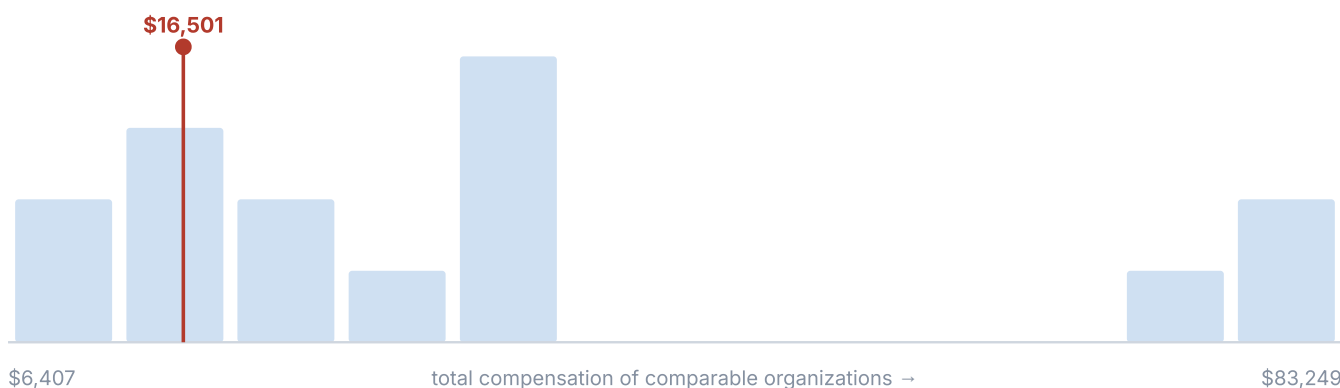
**SECTOR** Organizations sharing the subject's NTEE classification (T99).

**BUDGET** Total revenue between \$85,034 and \$190,375 — 0.67x to 1.50x the subject's \$126,917 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,622	\$18,180	\$26,842	\$36,632	\$78,981	\$16,501
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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 CO 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="#">United Religions Initiative</a>	CA	\$119,361	Executive Director	\$39,426	<b>\$35,504</b>	2023
<a href="#">Wyoming County Business Center Inc</a>	NY	\$135,281	President/ceo	\$17,402	<b>\$16,399</b>	2023
<a href="#">The Saban Charitable Support Fund</a>	CA	\$118,532	Assistant Secretary	\$35,872	<b>\$32,304</b>	2023
<a href="#">Stephens County Hospital</a>	GA	\$136,680	Ceo	\$21,043	<b>\$21,432</b>	2024
<a href="#">Bellows Family Foundation</a>	IL	\$139,463	Vice President & Treasurer	\$80,133	<b>\$82,159</b>	2023
<a href="#">Muslim Sisters Of Staten Island Inc</a>	NY	\$142,095	Executive Director	\$7,000	<b>\$6,407</b>	2024
<a href="#">Proteus Syndrome Foundation</a>	TN	\$110,610	Executive Di	\$20,000	<b>\$21,924</b>	2023
<a href="#">The Born To Run Foundation Inc</a>	MA	\$110,132	Vice President	\$20,200	<b>\$18,387</b>	2024
<a href="#">Dyersville Health Foundation Inc</a>	IA	\$109,845	Dir & Exec Dir At 8/22; Dev. Officer	\$33,068	<b>\$37,760</b>	2023
<a href="#">Temple B'rith Kodesh Foundation</a>	NY	\$151,828	Executive Director	\$28,483	<b>\$26,842</b>	2023
<a href="#">Broadway House For Continuing Care Fd</a>	NJ	\$89,850	Board Chair	\$11,172	<b>\$10,104</b>	2024
<a href="#">Red Lodge Fire Rescue Foundation</a>	MT	\$165,522	Executive Dir.	\$67,968	<b>\$74,215</b>	2024
<a href="#">Grace Legacy Builders Inc</a>	MI	\$168,161	President/di	\$79,622	<b>\$83,249</b>	2024
<a href="#">Brighter Journeys</a>	PA	\$178,611	President	\$32,500	<b>\$33,800</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Texas Nursery And Landscape Association Foundation</a>	TX	\$182,483	Executive Director	\$17,738	<b>\$17,973</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	15 organizations. Compensation range \$6,407–\$83,249; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$126,917); for reference, expenses \$153,707 and assets \$558,587.
ROLE MATCH	Jen Malott, reported title <i>"EXECUTIVE MEMBER"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	13 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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

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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 (Jen Malott) 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 15 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,501 is reasonable (approximately the 20<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](https://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.