

Living Hope Ministries In Haiti Inc

Executive Director / CEO

EIN 311418300

OH · NTEE Q300

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Jane Jolibois, Executive Director / CEO** (\$6,770) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

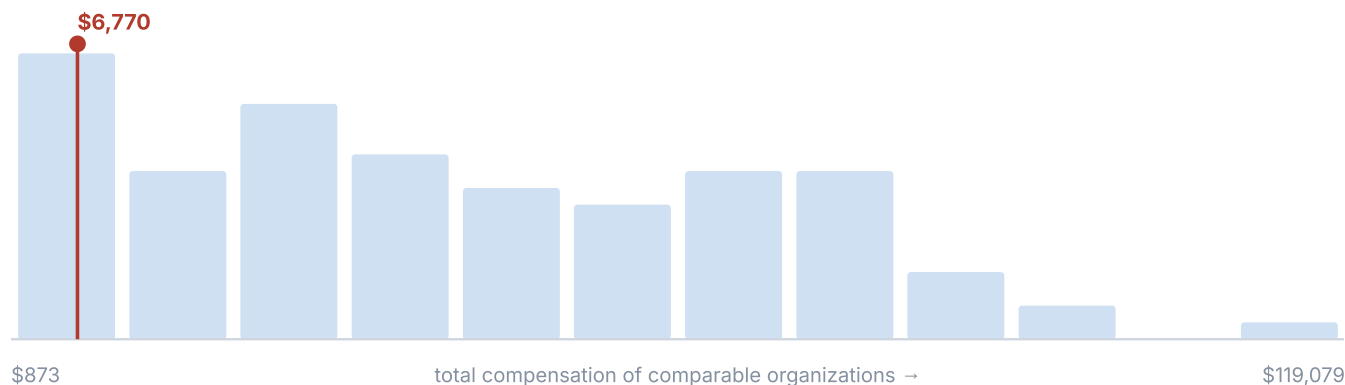
Benchmarked executive: Mary Jane Jolibois — reported title “Presient”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q300).
BUDGET	Total revenue between \$145,132 and \$324,922 — 0.67x to 1.50x the subject's \$216,615 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

96 organizations qualified on sector, size, and geography → **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,436	\$17,599	\$33,040	\$61,463	\$77,321	\$6,770
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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 OH 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
Global Alliance For Africa	IL	\$217,320	Executive Di	\$4,000	\$3,606	2024
The Alta Project	WA	\$215,385	Executive Dir.	\$30,770	\$26,010	2023
Hands Of Grace Guatemala Inc	IN	\$217,944	President	\$60,000	\$58,026	2024
Helping Hands Inc	NC	\$219,842	President	\$946	\$873	2025
Doyle Jones Ministries Inc	TX	\$220,109	President	\$88,962	\$87,464	2022
Hope For Our Sisters Inc	MA	\$212,996	President And Director	\$10,000	\$8,832	2022
Raiz Ministry	TX	\$221,533	Director	\$4,800	\$4,403	2024
Pinetree Aid	CA	\$211,036	President	\$24,500	\$19,401	2024
Athanatos World Inc	CO	\$210,132	Executive Director	\$135,417	\$119,079	2024
Building New Hope	PA	\$223,321	Executive Director	\$33,005	\$32,349	2022
Vietnamese American Nongovernmental	CA	\$209,651	President	\$30,500	\$24,866	2023
American Pakistan Foundation	DC	\$208,528	Director Of Operations	\$118,775	\$95,584	2024
Advocates For Africa's Children	WA	\$208,526	Pres, Exec D	\$31,038	\$25,484	2024
Capacitar Inc	CA	\$208,079	Executive Dir.	\$102,354	\$81,052	2024
Only A Servant Ministries Inc	TX	\$225,357	Director	\$69,300	\$63,572	2024
Serving Our Neighbor International	MI	\$207,383	Vice President	\$16,187	\$15,322	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Medical Centers Of West Africa Inc	LA	\$206,663	Team Leader	\$55,800	\$58,012	2023
Sweetwater Outreach Inc	AL	\$206,358	Coo	\$18,000	\$17,834	2024
Mae El Salvador	OH	\$205,761	Cofounder	\$20,968	\$20,968	2023
Connect Ministries	WA	\$227,919	Executive Di	\$45,432	\$37,302	2024
Hope4burundi	TX	\$228,065	President & Ceo	\$25,000	\$23,611	2023
Creative Women Of The World Inc	IN	\$205,034	Executive Dir.	\$43,677	\$42,240	2024
The Rose International Fund For Children	WA	\$204,515	Executive Director/president	\$7,307	\$6,177	2023
Pimentel Project Inc	NC	\$203,239	Executive Secretary	\$15,996	\$15,605	2023
Bridging Hope Inc	CO	\$202,194	Founder Ed	\$37,110	\$32,632	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	96 organizations. Compensation range \$873–\$119,079; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$216,615); for reference, expenses \$217,428 and assets \$583,511.
ROLE MATCH	Mary Jane Jolibois, reported title " <i>Presient</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	16 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	16 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 (Mary Jane Jolibois) 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 96 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,770 is reasonable (approximately the 16th 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.