

Cy-fair Helping Hands

Executive Director / CEO

EIN 452820606

TX · NTEE P85

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Ryan, Executive Director / CEO** (\$73,900) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

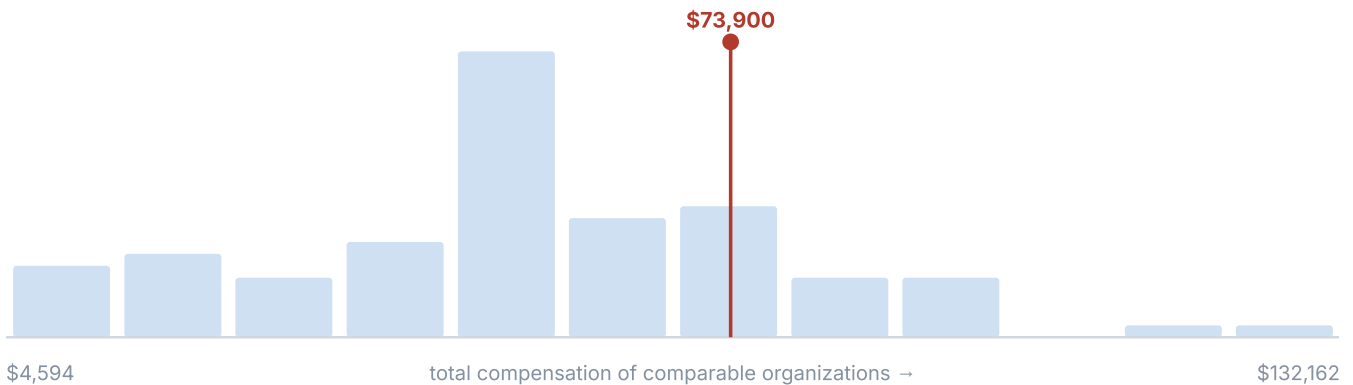
Benchmarked executive: Janet Ryan — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P85).
BUDGET	Total revenue between \$257,491 and \$576,474 — 0.67x to 1.50x the subject's \$384,316 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P85), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,057	\$40,176	\$54,594	\$70,313	\$86,001	\$73,900
----------	----------	----------	----------	----------	----------



■ 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 TX 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
Tourettes' Foundation For Needy Children Inc	CA	\$386,297	Executive Director	\$29,465	\$25,435	2023
Shenandoah Alliance For Shelter	VA	\$386,985	Executive Director	\$51,853	\$47,362	2025
Southwest Georgia Housing Opportunities	GA	\$376,580	Executive Director	\$48,479	\$47,331	2024
Greater Cincinnati Coalition For The Homeless	OH	\$375,871	Executive Director	\$47,536	\$48,888	2024
Encompass Yamhill Valley	OR	\$375,109	Executive Director	\$60,223	\$54,305	2024
Bethlehem Emergency Sheltering Inc	PA	\$394,511	Executive Director	\$62,071	\$61,880	2023
Integrated Recovery Network	CA	\$397,973	Executive Dir	\$34,694	\$29,090	2024
Corpus Christi House Inc	ID	\$398,847	Executive Director	\$78,135	\$80,709	2024
The Bridge Ministry Inc	OH	\$399,230	Secretary Exectuvie Director	\$53,454	\$54,974	2024
Shoreline Community Services	CA	\$369,173	Executive Director	\$66,008	\$56,980	2023
Hands For Homeless Inc	FL	\$367,506	Ceo	\$30,200	\$28,362	2023
Verde Valley Homeless Coalition	AZ	\$365,915	Executive Dir.	\$58,462	\$54,594	2024
Oregon Trail Of Hope	OR	\$360,635	Director Of Development	\$56,660	\$51,092	2024
Tioga County Homeless Initiative	PA	\$410,902	Director Ope	\$44,875	\$43,454	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Port Ministries	IL	\$411,460	Executive Director	\$80,024	\$76,392	2024
Friends Of The Carpenter	WA	\$357,085	Executive Director	\$53,371	\$46,398	2024
Little Birthday Angels Inc	FL	\$356,626	Executive Di	\$51,201	\$46,705	2024
Growgood Inc	CA	\$353,609	Executive Director	\$97,146	\$83,860	2023
Jesus House Odessa Inc	TX	\$415,539	Executive Director	\$91,900	\$89,263	2024
Family Promise Of Baldwin County	AL	\$415,836	Executive Di	\$61,669	\$64,692	2024
Homeless Helping Homeless	MN	\$415,909	Chair Of Board	\$16,499	\$16,298	2023
Every Avenue	TX	\$350,028	Ceo	\$100,000	\$97,131	2024
Texoma Family Shelter	TX	\$423,196	Executive Dir	\$63,750	\$61,921	2024
Kinsman Redeemer Homeless Ministry	TN	\$343,282	Executive Director	\$16,155	\$16,489	2024
Community Education Partnerships	CA	\$425,539	Executive Director	\$87,500	\$75,533	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 83 organizations. Compensation range \$4,594–\$132,162; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$384,316); for reference, expenses \$222,111 and assets \$505,344. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Janet Ryan, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	80 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	81 st
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 (Janet Ryan) 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 83 similarly situated organizations (Same NTEE sector (P85), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,900 is reasonable (approximately the 80th 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.