

Helping Hands Development Corporation

Executive Director / CEO

EIN 454710554
 OH · NTEE P99
 FY ending 2023-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Anjenette Whitted, Executive Director / CEO** (\$3,340) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Anjenette Whitted — 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 (P99).
BUDGET	Total revenue between \$10,844 and \$24,279 — 0.67x to 1.50x the subject's \$16,186 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1

total compensation of comparable organizations →

\$904,047

\$2,966

\$7,817

\$23,321

\$37,063

\$68,284

\$3,340



■ 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
Abundance Ministries	TX	\$15,800	President/treasurer	\$6,800	\$6,422	2023
Doxa Foundation Int'l Inc	FL	\$15,769	President	\$9,000	\$7,983	2023
Mccurdy Senior Housing Corporation	FL	\$15,656	President	\$210,000	\$186,261	2023
Odd Fellows Healthcare Inc	CT	\$15,600	Ceo	\$9,546	\$8,208	2024
The Lesc Foundation Inc	NY	\$17,007	President & Ceo	\$47,915	\$40,879	2023
Child Crisis Arizona Holdings	AZ	\$17,020	Ceo And Board President	\$29,929	\$27,176	2023
Im Support	TX	\$17,186	President & Ceo	\$25,215	\$23,131	2024
Mary Immaculate Guild Inc	MA	\$15,174	Chairperson/president & Ceo	\$29,137	\$24,721	2023
Esperanza Ministries Inc	IN	\$17,225	Board Member	\$26,000	\$25,887	2023
Word Of Faith Community Development Corp	FL	\$15,076	Executive Dir.	\$7,700	\$6,634	2024
Alan Jay And Sue E Kaufman Family	MI	\$17,553	Assistant Treasurer	\$26,189	\$24,790	2024
Girls Ranch Of Arizona	AZ	\$17,568	President	\$41,058	\$37,281	2023
Ray Of Hope Foundation Inc	GA	\$14,800	Exe Director	\$13,000	\$11,987	2024
Redemption 100 Inc	FL	\$17,844	President	\$4,000	\$3,446	2024
Home Tomorrow Inc	NH	\$17,858	Executive Director/secretary	\$96,280	\$79,427	2025
Quinn Community Outreach Corporation	CA	\$14,375	Executive Director	\$1	\$1	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abode Community Housing	CA	\$14,271	President	\$29,689	\$23,510	2024
Sheboygan Senior Community	WI	\$18,111	Ceo	\$31,324	\$30,000	2024
Impactlives Inc	MN	\$18,114	President	\$75,000	\$69,970	2023
New Roots Inc	KY	\$14,229	Executive Director	\$36,629	\$36,089	2024
American Legion Department Of Maine	ME	\$18,316	Board Member	\$3,313	\$3,042	2024
League Of United Latin American Citizens	TX	\$14,024	Treasurer	\$2,045	\$1,876	2024
Autaugamontgomeryelmore Seniors	AL	\$18,465	Executive Di	\$5,913	\$5,858	2024
Vladas Seeds Of Life	CA	\$13,683	Ceo	\$3,500	\$2,772	2024
Nj Street Llc	NJ	\$18,970	Executive Director	\$26,465	\$21,670	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	52 organizations. Compensation range \$1–\$904,047; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$16,186); for reference, expenses \$18,883 and assets \$5,343.
ROLE MATCH	Anjenette Whitted, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 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	13 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	12 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 (Anjenette Whitted) 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 52 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,340 is reasonable (approximately the 13th 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.