

Helping Heroes Of America

Executive Director / CEO

EIN 460893440

IN · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Highwood, Executive Director / CEO** (\$43,500) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

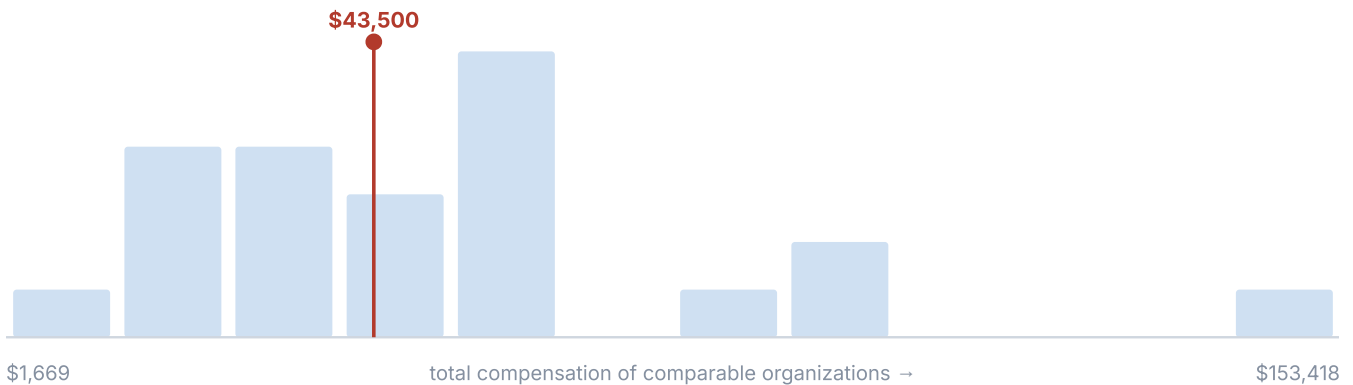
Benchmarked executive: Jennifer Highwood — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$279,673 and \$626,134 — 0.67x to 1.50x the subject's \$417,423 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + IN + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,862	\$30,558	\$47,396	\$61,186	\$98,352	\$43,500
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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 IN 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
Chin Community Of Indiana	IN	\$420,441	Executive Director	\$65,000	\$63,135	2024
Assist Indiana Inc	IN	\$410,156	Executive Director	\$41,434	\$40,245	2024
Inner City Hope Corporation	IN	\$385,862	Executive Di	\$16,000	\$15,541	2024
Indiana Breast Cancer Awareness Trust	IN	\$451,354	Executive Director	\$55,596	\$55,596	2023
Evolve International Inc	IN	\$379,309	Executive Director	\$58,290	\$56,618	2024
Family And Children's Center	IN	\$464,973	Dir- Operati	\$1,718	\$1,669	2024
Summit Equestrian Center Inc	IN	\$467,984	Executive Di	\$35,524	\$35,524	2023
Recovery Coalition Inc	IN	\$472,289	Staff	\$19,065	\$18,518	2024
District 10 Hospital Preparedness	IN	\$343,970	Secretary	\$26,000	\$25,254	2024
East Allen Family Resource	IN	\$500,372	Executive Di	\$99,550	\$99,550	2023
Innermission Inc	IN	\$330,274	Executive/director	\$30,059	\$30,059	2023
Out Of A Jam Inc	IN	\$326,932	Executive Di	\$90,160	\$87,573	2024
Meals On Wheels Of Hendricks County Inc	IN	\$322,504	Executive Director	\$17,789	\$17,789	2023
Mission Guatemala Inc	IN	\$528,926	Executive Di	\$48,169	\$48,169	2023
Team Oc Inc	IN	\$299,646	Executive Director	\$58,090	\$56,423	2024
Marketing Accountability Foundation	IN	\$298,789	Executive Dir.	\$157,950	\$153,418	2024
Projectme-fw Inc	IN	\$295,283	Executive Dir.	\$33,000	\$33,000	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Daviess County Inc	IN	\$289,300	Executive Director	\$55,570	\$53,976	2024
Ozanam Family Shelter Corp	IN	\$549,440	Executive Director	\$64,560	\$62,708	2024
Project Rouj Corporation	IN	\$552,432	Ceo	\$48,000	\$46,623	2024
Trimedx Foundation Inc	IN	\$562,250	Foundation Director	\$104,108	\$101,121	2024
Indiana Women In Need Foundation Inc	IN	\$563,891	Executive Director	\$33,000	\$32,053	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	22 organizations. Compensation range \$1,669–\$153,418; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$417,423); for reference, expenses \$436,570 and assets \$94,293.
ROLE MATCH	Jennifer Highwood, reported title " <i>PRESIDENT</i> ", 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	45 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 (Jennifer Highwood) 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 22 similarly situated organizations (Same NTEE sector (P20) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,500 is reasonable (approximately the 45th 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.