

Helping The Homeless Inc

Executive Director / CEO

EIN 472850159

VA · NTEE L99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pastor Wendy Roundy, Executive Director / CEO** (\$40,050) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Pastor Wendy Roundy — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L99).

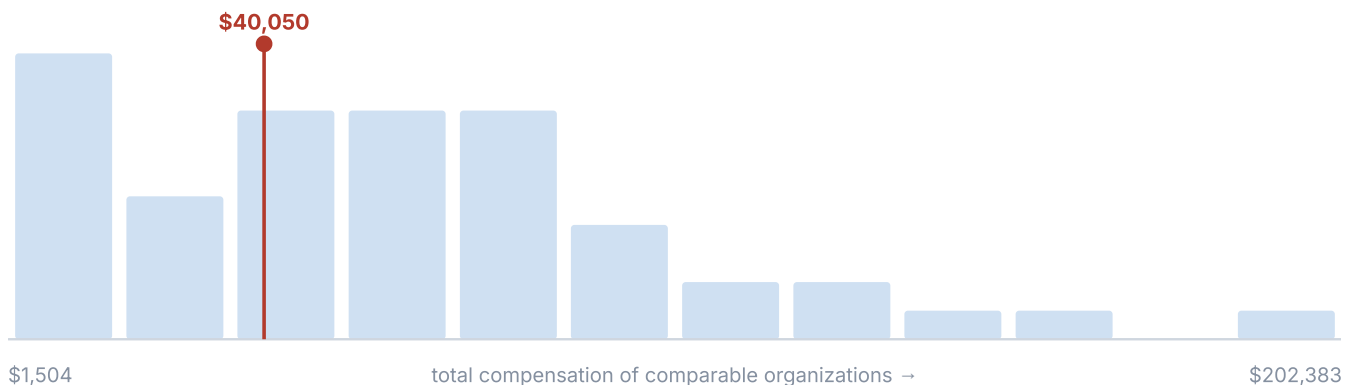
BUDGET Total revenue between \$302,125 and \$676,399 — 0.67x to 1.50x the subject's \$450,933 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,757	\$23,161	\$53,214	\$81,611	\$113,650	\$40,050
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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 VA 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
Asbury Arms North Inc	FL	\$445,308	Ceo/presiden	\$36,488	\$36,550	2023
Hrpheavensreliefprograminc	TX	\$458,000	Project Manager	\$2,150	\$2,294	2023
St Croix Family Resource Center	MN	\$442,046	Executive Director	\$76,879	\$76,648	2025
Helping Hands Fund	MT	\$441,450	Executive Director	\$26,209	\$29,260	2024
Pacific Housing Oahu Corporation	HI	\$464,084	Executive Director/asst Secretary	\$12,712	\$11,787	2024
Los Sures 101 South 3rd Housing	NY	\$434,107	Executive Director	\$17,573	\$16,932	2023
Potter's House Mission Inc	PA	\$424,203	President	\$73,455	\$78,107	2023
Jacksonville Community Land Trust Inc	FL	\$424,173	Executive Director	\$137,461	\$137,692	2023
Urban League Of Southern Ct Inc	CT	\$479,013	Ceo	\$164,438	\$159,681	2024
Pilgrim Terrace Cooperative Homes	CA	\$480,355	Executive Director	\$87,574	\$80,632	2023
Car Housing Affordability Fund	CA	\$420,324	Treasurer	\$47,274	\$43,526	2023
Public Safety Academy Housing Inc	FL	\$484,047	Vice Chair	\$119,094	\$112,885	2025
Miracles Happen Recovery Residence	GA	\$416,035	Executive Di	\$45,000	\$48,245	2023
Harmony Village Senior Nonprofit Housing Corp	MI	\$415,474	Administrator	\$48,655	\$52,012	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faith And Fostering	LA	\$488,494	Executive Director	\$57,320	\$65,369	2024
Hosts For Hospitals	PA	\$490,010	Coordinator	\$68,000	\$68,421	2025
Breaking The Cycle	ME	\$490,021	Exec Director	\$71,395	\$74,042	2024
Hope House Of St Croix Valley	MN	\$495,154	Executive Di	\$122,841	\$129,425	2023
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$11,490	2024
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$83,429	2023
Usvets - Arizona	CA	\$399,672	President & Ceo	\$18,095	\$16,660	2023
Lytton Iv Housing Corporation	CA	\$503,562	Ceo	\$47,706	\$42,664	2024
Been There	TX	\$505,942	Executive Director	\$92,813	\$96,155	2024
Benet Place	MN	\$509,435	President And Ceo	\$41,871	\$42,850	2024
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$81,937	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2024 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 VA 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 50 organizations. Compensation range \$1,504–\$202,383; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$450,933); for reference, expenses \$343,841 and assets \$378,941.

ROLE MATCH	Pastor Wendy Roundy, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers 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	34 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	48 th
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 (Pastor Wendy Roundy) 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 50 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,050 is reasonable (approximately the 34th 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.