

# Let God Help Resources Inc

Executive Director / CEO

EIN 510409059  
 DE · NTEE B90  
 FY ending 2024-07-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jeanette Waters, Executive Director / CEO** (\$49,628) against **every comparable organization** that fit the selection criteria — **466** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jeanette Waters — 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 (B90).
BUDGET	Total revenue between \$259,628 and \$581,257 — 0.67x to 1.50x the subject's \$387,505 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**466** organizations qualified on sector, size, and geography → **466** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,735	\$38,403	\$62,644	\$90,828	\$114,007	\$49,628
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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 DE 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
<a href="#">A 1 Learning Connections</a>	TN	\$387,481	Executive Director	\$258,142	<b>\$285,304</b>	2023
<a href="#">Nashville Technology Council Foundation</a>	TN	\$387,450	Chair, Ntc Pres. & Ceo	\$12,472	<b>\$13,389</b>	2024
<a href="#">Knowledge Builders Of Florida Inc</a>	FL	\$387,241	Executive Director	\$102,312	<b>\$101,060</b>	2023
<a href="#">Multinational Exchange For Sustainable A</a>	CA	\$386,952	Ceo	\$84,538	<b>\$74,553</b>	2024
<a href="#">Ceic Corp</a>	IL	\$388,548	President	\$34,755	<b>\$33,996</b>	2025
<a href="#">United Sound Inc</a>	AZ	\$389,375	Executive Director	\$78,300	<b>\$74,924</b>	2025
<a href="#">One Spark Foundation Inc</a>	CA	\$385,208	Executive Dir	\$17,640	<b>\$15,556</b>	2024
<a href="#">Springfield Education Foundation</a>	OR	\$390,066	Exec. Dir.	\$77,250	<b>\$71,377</b>	2025
<a href="#">Careers Clic</a>	NH	\$384,562	Executive Director	\$72,942	<b>\$68,786</b>	2024
<a href="#">Bay Area Teacher Training Institute</a>	CA	\$390,714	Executive Director	\$7,899	<b>\$6,966</b>	2024
<a href="#">Virginia Beach Fellows Inc</a>	VA	\$384,280	President/co	\$76,175	<b>\$73,179</b>	2025
<a href="#">Carver Project</a>	MO	\$382,734	Managing Director	\$109,995	<b>\$122,496</b>	2023
<a href="#">Mentor Tutor Connection</a>	CA	\$392,348	Executive Director	\$39,568	<b>\$34,894</b>	2024
<a href="#">Watermark Homeschool Enrichment Inc</a>	FL	\$382,427	Director - President	\$35,000	<b>\$33,580</b>	2024
<a href="#">True North Parent Partnership</a>	TX	\$392,816	Executive Director	\$37,470	<b>\$39,410</b>	2023
<a href="#">Emmaus Academy Inc</a>	IL	\$393,287	Secretary	\$17,152	<b>\$17,730</b>	2023
<a href="#">Little Rubies Inc</a>	MN	\$381,588	Director	\$64,500	<b>\$65,090</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tuscarawas County Child Advocacy</a>	OH	\$393,999	Executive Di	\$68,745	<b>\$76,558</b>	2023
<a href="#">Stream Innovations</a>	AL	\$380,712	Founder - Ceo	\$70,024	<b>\$77,260</b>	2024
<a href="#">Thrive Today</a>	MI	\$394,385	Vice Chair	\$96,000	<b>\$104,187</b>	2023
<a href="#">Thoreau College Inc</a>	WI	\$380,535	Executive Director	\$39,500	<b>\$42,131</b>	2024
<a href="#">Girls 4 Science</a>	IL	\$380,207	Excutive Dir/secretary	\$70,000	<b>\$70,283</b>	2024
<a href="#">Roots Connected Inc</a>	NY	\$379,637	Executive Director	\$122,545	<b>\$110,177</b>	2025
<a href="#">Christ Together Greater Austin</a>	TX	\$395,587	Executive Di	\$51,083	<b>\$50,841</b>	2025
<a href="#">Steam Engine Inc</a>	OK	\$395,604	Executive Director	\$71,197	<b>\$82,431</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>466</b> organizations. Compensation range \$765–\$459,062; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$387,505); for reference, expenses \$391,218 and assets \$5,914.
ROLE MATCH	Jeanette Waters, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	34 <sup>th</sup>
All sources (D + E + F), adjusted	29 <sup>th</sup>

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 (Jeanette Waters) 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 466 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,628 is reasonable (approximately the 32<sup>nd</sup> 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.