

# Elizabeths House Option 1

Executive Director / CEO

EIN 510638149

SD · NTEE P45

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jessica Hardt, Executive Director / CEO** (\$52,550) 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 **45<sup>th</sup>** percentile of comparable organizations within the typical range

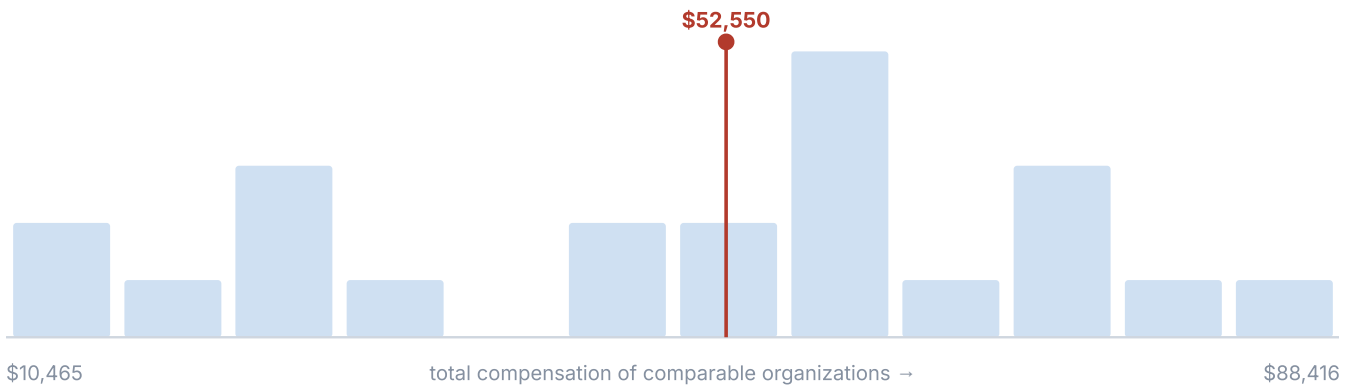
**Benchmarked executive:** Jessica Hardt — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P45).
BUDGET	Total revenue between \$248,105 and \$555,460 — 0.67x to 1.50x the subject's \$370,307 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P45), nationwide + 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



\$20,722	\$30,057	\$56,064	\$66,033	\$71,128	\$52,550
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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 SD 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="#">Agnus Dei Foundation</a>	CA	\$376,575	Executive Director	\$90,925	<b>\$71,141</b>	2024
<a href="#">Under His Wings Inc</a>	AL	\$359,458	Executive Director	\$68,833	<b>\$67,380</b>	2024
<a href="#">Men Of Influence</a>	CA	\$351,539	Executive Dir.	\$75,572	<b>\$60,875</b>	2023
<a href="#">Family Counseling Service Of</a>	UT	\$398,211	Executive Dir.	\$95,341	<b>\$88,416</b>	2024
<a href="#">Empowering Parents Kansas City</a>	MO	\$399,575	Ceo	\$64,183	<b>\$61,596</b>	2024
<a href="#">Gabriel Project Inc</a>	IN	\$339,428	President And Exec Director	\$29,846	<b>\$29,362</b>	2023
<a href="#">A Place Of Refuge Ministries Of So Wi Inc</a>	WI	\$406,774	Treasurer	\$11,950	<b>\$11,308</b>	2024
<a href="#">St Catherine Residence Inc</a>	CO	\$409,567	President	\$12,045	<b>\$10,465</b>	2024
<a href="#">Generations Ahead</a>	MI	\$412,269	Executive Di	\$81,320	<b>\$78,301</b>	2023
<a href="#">Desert Rose Womens Resource Center</a>	NM	\$417,550	Executive Director	\$53,772	<b>\$53,952</b>	2023
<a href="#">5 Steps To Five</a>	NY	\$309,811	Executive Director	\$36,456	<b>\$29,849</b>	2024
<a href="#">Midwives Organized To Help Establish Self-reliance Corporatio</a>	FL	\$292,423	President	\$70,000	<b>\$59,585</b>	2024
<a href="#">Hope 139 House Inc</a>	GA	\$449,124	Executive Di	\$22,000	<b>\$20,043</b>	2024
<a href="#">Saving Grace Maternity Home</a>	OR	\$290,877	Executive Di	\$53,872	<b>\$45,331</b>	2024
<a href="#">Hope Medical</a>	WA	\$288,987	Executive Director	\$60,118	<b>\$48,770</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Teen Pregnancy Child Care Training</a>	PA	\$286,787	Executive Di	\$66,086	<b>\$58,176</b>	2025
<a href="#">House Of His Creation</a>	PA	\$270,896	Exec Directo	\$28,846	<b>\$26,835</b>	2023
<a href="#">Road To Hope</a>	OR	\$475,551	President And Ceo	\$79,999	<b>\$69,304</b>	2023
<a href="#">Madonna Of The Streets Inc</a>	IL	\$477,639	Vice President	\$33,453	<b>\$30,680</b>	2023
<a href="#">Christian Life Home</a>	NC	\$483,442	Executive Director	\$67,966	<b>\$61,992</b>	2025
<a href="#">Samara's Village Inc</a>	NC	\$252,034	Executive Director	\$54,360	<b>\$50,894</b>	2024
<a href="#">Mothers' Home</a>	PA	\$504,995	Executive Di	\$80,667	<b>\$71,011</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	22 organizations. Compensation range \$10,465–\$88,416; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$370,307); for reference, expenses \$308,805 and assets \$411,229.
ROLE MATCH	Jessica Hardt, reported title " <i>EXECUTIVE DI</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.

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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	45 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</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 (Jessica Hardt) 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 (P45), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,550 is reasonable (approximately the 45<sup>th</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.