

# Bayou Land Families Helping Families

Executive Director / CEO

EIN 721237605

LA · NTEE P20Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jacqueline Pierce, Executive Director / CEO** (\$10,824) against **every comparable organization** that fit the selection criteria — **1068** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

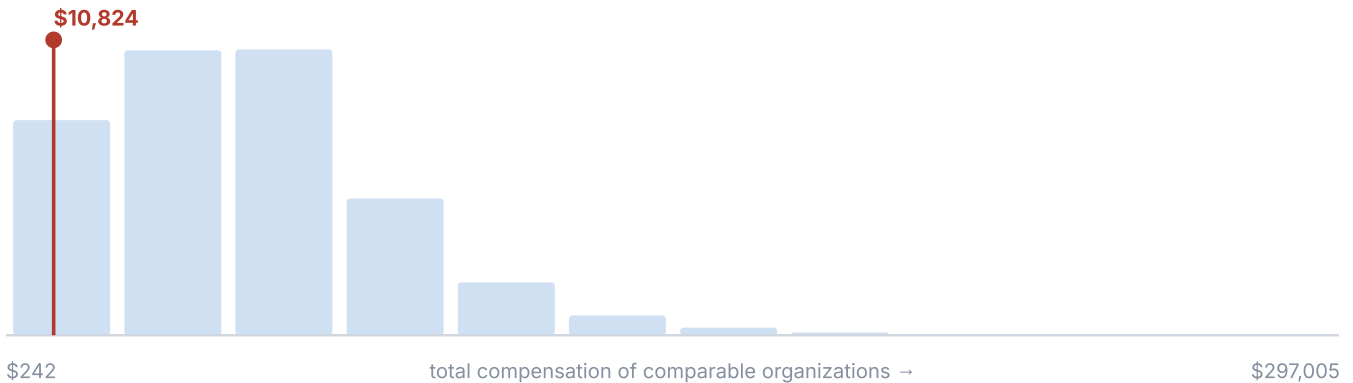
**Benchmarked executive:** Jacqueline Pierce — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20Z).
BUDGET	Total revenue between \$237,923 and \$532,665 — 0.67x to 1.50x the subject's \$355,110 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,068** organizations qualified on sector, size, and geography → **1,068** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,277	\$28,193	\$49,859	\$71,812	\$91,982	<b>\$10,824</b>
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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 LA 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="#">Pybus Market Charitable Foundation</a>	WA	\$355,327	Gm/executive Director	\$25,002	<b>\$20,329</b>	2024
<a href="#">Sherman County Community</a>	KS	\$355,363	Treasurer	\$3,600	<b>\$3,532</b>	2024
<a href="#">Power Of Peace Initiative Inc</a>	GA	\$355,436	Ceo	\$179,948	<b>\$164,317</b>	2024
<a href="#">Beaver Institute Inc</a>	MA	\$354,286	Executive Dir.	\$92,968	<b>\$75,869</b>	2024
<a href="#">Huntsville Assistance Program</a>	AL	\$354,281	Executive Di	\$67,500	<b>\$68,181</b>	2023
<a href="#">Greater Warren Youngstown Urban League</a>	OH	\$356,033	President	\$84,462	<b>\$83,642</b>	2023
<a href="#">Navidad En El Barrio</a>	TX	\$354,178	Executive Director	\$24,000	<b>\$22,447</b>	2023
<a href="#">Life Line Ministries No 2</a>	MI	\$356,049	President	\$54,096	<b>\$50,708</b>	2024
<a href="#">Evolving Lives Inc</a>	FL	\$354,071	Associate Director	\$55,300	<b>\$48,572</b>	2023
<a href="#">Breakthrough Ministries Inc</a>	MN	\$356,206	President & Ceo	\$72,000	<b>\$66,518</b>	2023
<a href="#">Family Promise Of Metro East</a>	OR	\$353,995	Executive Di	\$85,168	<b>\$71,827</b>	2024
<a href="#">Tophand Foundation Inc</a>	VA	\$356,307	Director	\$32,633	<b>\$29,460</b>	2023
<a href="#">Olympia Family Theater</a>	WA	\$356,395	Executive Director	\$47,500	<b>\$38,621</b>	2024
<a href="#">Jeep Sullivan's Outdoor Adventures Inc</a>	FL	\$353,681	Sullivan	\$78,180	<b>\$66,698</b>	2024
<a href="#">Destiny Village Inc</a>	FL	\$356,571	President	\$5,034	<b>\$4,422</b>	2023
<a href="#">Mega Social Enterprise</a>	FL	\$353,598	Ceo	\$186,346	<b>\$158,979</b>	2024
<a href="#">Kind At Heart Ministries Inc</a>	AR	\$353,562	President	\$42,000	<b>\$44,141</b>	2023
<a href="#">Weascend Corporation</a>	GA	\$353,251	Ceo/president	\$90,000	<b>\$84,609</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Associates Of St John Bosco Inc</a>	VA	\$352,962	Executive Director	\$85,000	<b>\$72,612</b>	2025
<a href="#">Page Regional Domestic Violence Service</a>	AZ	\$357,347	President	\$176,460	<b>\$154,119</b>	2024
<a href="#">Innovative Soulutions</a>	MN	\$357,353	Executive Director	\$36,400	<b>\$32,664</b>	2024
<a href="#">Angkor Resource Center Inc</a>	GA	\$352,560	President/ce	\$99,000	<b>\$90,400</b>	2024
<a href="#">Nami Idaho</a>	ID	\$352,197	Executive Director	\$97,090	<b>\$93,797</b>	2024
<a href="#">Rise Foundation Inc</a>	CO	\$358,363	Executive Director	\$73,875	<b>\$64,331</b>	2024
<a href="#">Goodsorce Of Central Florida Inc</a>	FL	\$351,816	President & Ceo	\$1,500	<b>\$1,317</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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>1068</b> organizations. Compensation range \$242–\$297,005; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$355,110); for reference, expenses \$329,121 and assets \$565,836.
ROLE MATCH	Jacqueline Pierce, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	11 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Jacqueline Pierce) 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 1068 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,824 is reasonable (approximately the 8<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.