

# Helping Hands Of Potsdam Inc

Executive Director / CEO

EIN 753128977

NY · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tamie M Sauve, Executive Director / CEO** (\$25,910) against **every comparable organization** that fit the selection criteria — **20** 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:** Tamie M Sauve — 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 (P60).

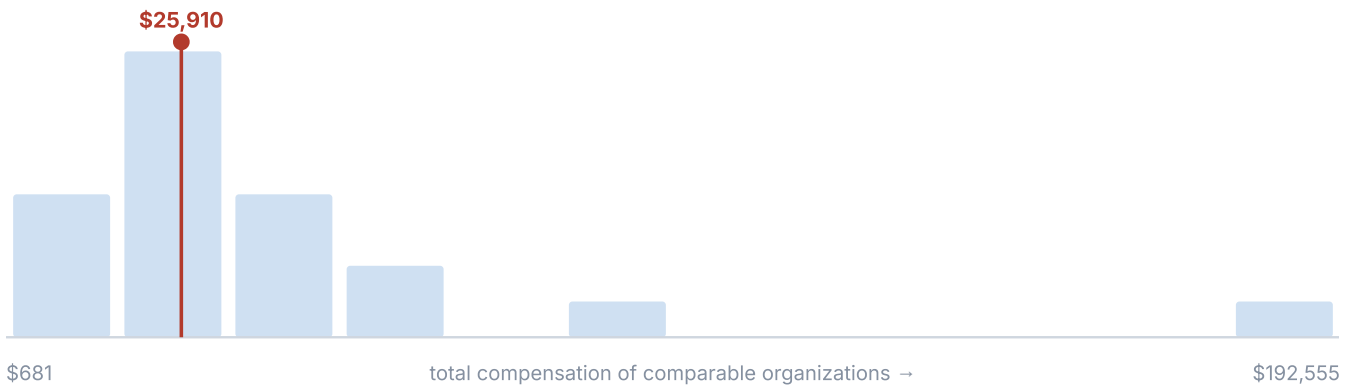
**BUDGET** Total revenue between \$60,907 and \$136,359 — 0.67x to 1.50x the subject's \$90,906 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,364	\$21,776	\$30,094	\$39,524	\$55,325	\$25,910
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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 NY 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="#">Eagles Nest Foundation</a>	WA	\$86,597	Director	\$30,000	<b>\$29,724</b>	2024
<a href="#">The Sandbox Group Inc</a>	NC	\$97,621	President	\$44,200	<b>\$52,034</b>	2023
<a href="#">Helping Hands Of Franklin County</a>	VA	\$99,715	Exec Director	\$11,500	<b>\$12,288</b>	2024
<a href="#">Norman Care Association Vans</a>	OK	\$100,923	Driver	\$25,000	<b>\$30,464</b>	2024
<a href="#">Community Hope Inc</a>	MT	\$77,641	Director	\$34,275	<b>\$40,887</b>	2024
<a href="#">West Middlesex Volunteer Fire Department</a>	PA	\$76,112	Secretary/treasurer	\$599	<b>\$681</b>	2023
<a href="#">Hagen Center</a>	MN	\$75,642	President	\$11,600	<b>\$12,685</b>	2024
<a href="#">40 West Assistance &amp; Referral Center Inc</a>	MD	\$74,929	Center Director	\$22,500	<b>\$23,279</b>	2024
<a href="#">United We Serve</a>	TX	\$108,100	Ceo/co-chairman	\$16,292	<b>\$18,568</b>	2023
<a href="#">Family Promise Of Santa Rosa Inc</a>	FL	\$108,782	Executive Director	\$31,656	<b>\$33,882</b>	2023
<a href="#">Dearborn County Clearing House For</a>	IN	\$109,770	Exec Directo	\$44,446	<b>\$51,870</b>	2024
<a href="#">Lake Area Ministries Inc</a>	MO	\$110,385	Manager	\$33,333	<b>\$39,070</b>	2024
<a href="#">Alterra Mountain Company</a>	CO	\$69,315	Foundation Director (Thru 6/24)	\$181,460	<b>\$192,555</b>	2024
<a href="#">Onpath Foundation</a>	LA	\$114,172	President	\$19,796	<b>\$24,123</b>	2024
<a href="#">Schuyler Ministerial Association</a>	NE	\$67,286	Director	\$20,200	<b>\$24,043</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dine Brands Global Foundation Inc</a>	CA	\$114,932	Board Member	\$39,406	<b>\$38,768</b>	2023
<a href="#">Military Families United - Michigan</a>	MI	\$64,420	Treasurer	\$20,000	<b>\$22,845</b>	2024
<a href="#">Utah 1033 Foundation</a>	UT	\$117,414	President	\$75,000	<b>\$84,947</b>	2024
<a href="#">Pawsitively 4 Pink Inc</a>	MA	\$123,830	Powers	\$30,000	<b>\$30,715</b>	2023
<a href="#">People Helping People Inc</a>	KY	\$135,447	President	\$2,565	<b>\$3,050</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	20 organizations. Compensation range \$681–\$192,555; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$90,906); for reference, expenses \$100,619 and assets \$188,136.
ROLE MATCH	Tamie M Sauve, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Tamie M Sauve) 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 20 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,910 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.