

# Helping Hands Fund

Executive Director / CEO

EIN 810504570  
 MT · NTEE L99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Rolfsness, Executive Director / CEO** (\$26,209) 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 **28<sup>th</sup>** percentile of comparable organizations within the typical range

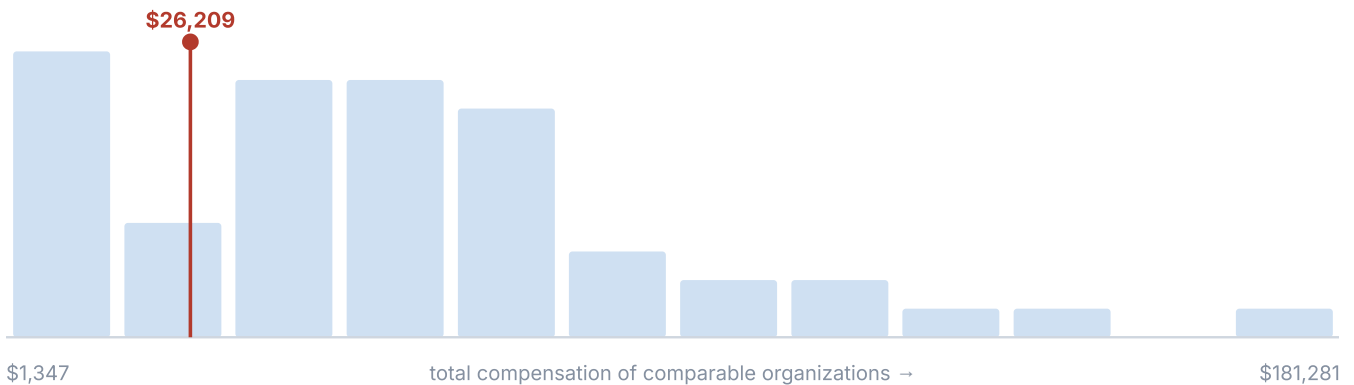
**Benchmarked executive:** Jennifer Rolfsness — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L99).
BUDGET	Total revenue between \$295,771 and \$662,175 — 0.67x to 1.50x the subject's \$441,450 (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



\$10,531	\$20,746	\$47,665	\$71,660	\$101,800	\$26,209
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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 MT 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="#">St Croix Family Resource Center</a>	MN	\$442,046	Executive Director	\$76,879	<b>\$68,656</b>	2025
<a href="#">Asbury Arms North Inc</a>	FL	\$445,308	Ceo/presiden	\$36,488	<b>\$32,739</b>	2023
<a href="#">Los Sures 101 South 3rd Housing</a>	NY	\$434,107	Executive Director	\$17,573	<b>\$15,166</b>	2023
<a href="#">Helping The Homeless Inc</a>	VA	\$450,933	Chief Executive Officer	\$40,050	<b>\$35,874</b>	2024
<a href="#">Hrpheavensreliefprograminc</a>	TX	\$458,000	Project Manager	\$2,150	<b>\$2,055</b>	2023
<a href="#">Potter's House Mission Inc</a>	PA	\$424,203	President	\$73,455	<b>\$69,963</b>	2023
<a href="#">Jacksonville Community Land Trust Inc</a>	FL	\$424,173	Executive Director	\$137,461	<b>\$123,335</b>	2023
<a href="#">Car Housing Affordability Fund</a>	CA	\$420,324	Treasurer	\$47,274	<b>\$38,988</b>	2023
<a href="#">Pacific Housing Oahu Corporation</a>	HI	\$464,084	Executive Director/asst Secretary	\$12,712	<b>\$10,558</b>	2024
<a href="#">Miracles Happen Recovery Residence</a>	GA	\$416,035	Executive Di	\$45,000	<b>\$43,215</b>	2023
<a href="#">Harmony Village Senior Nonprofit Housing Corp</a>	MI	\$415,474	Administrator	\$48,655	<b>\$46,589</b>	2024
<a href="#">Urban League Of Southern Ct Inc</a>	CT	\$479,013	Ceo	\$164,438	<b>\$143,031</b>	2024
<a href="#">Coronado Interfaith Housing Corporation</a>	CA	\$402,681	President	\$12,848	<b>\$10,292</b>	2024
<a href="#">Pilgrim Terrace Cooperative Homes</a>	CA	\$480,355	Executive Director	\$87,574	<b>\$72,225</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bleeding Disorders Association</a>	SC	\$401,157	Director	\$75,000	<b>\$74,730</b>	2023
<a href="#">Usvets - Arizona</a>	CA	\$399,672	President & Ceo	\$18,095	<b>\$14,923</b>	2023
<a href="#">Public Safety Academy Housing Inc</a>	FL	\$484,047	Vice Chair	\$119,094	<b>\$101,115</b>	2025
<a href="#">Faith And Fostering</a>	LA	\$488,494	Executive Director	\$57,320	<b>\$58,553</b>	2024
<a href="#">Hosts For Hospitals</a>	PA	\$490,010	Coordinator	\$68,000	<b>\$61,287</b>	2025
<a href="#">Breaking The Cycle</a>	ME	\$490,021	Exec Director	\$71,395	<b>\$66,322</b>	2024
<a href="#">Architectural Salvage Warehouse Of</a>	MI	\$389,144	Executive Di	\$76,648	<b>\$73,393</b>	2024
<a href="#">Hope House Of St Croix Valley</a>	MN	\$495,154	Executive Di	\$122,841	<b>\$115,930</b>	2023
<a href="#">Lytton Iv Housing Corporation</a>	CA	\$503,562	Ceo	\$47,706	<b>\$38,216</b>	2024
<a href="#">Been There</a>	TX	\$505,942	Executive Director	\$92,813	<b>\$86,129</b>	2024
<a href="#">Benet Place</a>	MN	\$509,435	President And Ceo	\$41,871	<b>\$38,382</b>	2024

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

## ● Sample, role match & sensitivity

**PEER COUNT** 50 organizations. Compensation range \$1,347–\$181,281; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$441,450); for reference, expenses \$420,074 and assets \$324,893.

<b>ROLE MATCH</b>	Jennifer Rolfsness, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Jennifer Rolfsness) 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 \$26,209 is reasonable (approximately the 28<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.