

# Operation Healing Heros

Executive Director / CEO

EIN 832374974

WI · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jason Garstecki, Executive Director / CEO** (\$93,849) against **every comparable organization** that fit the selection criteria — **660** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

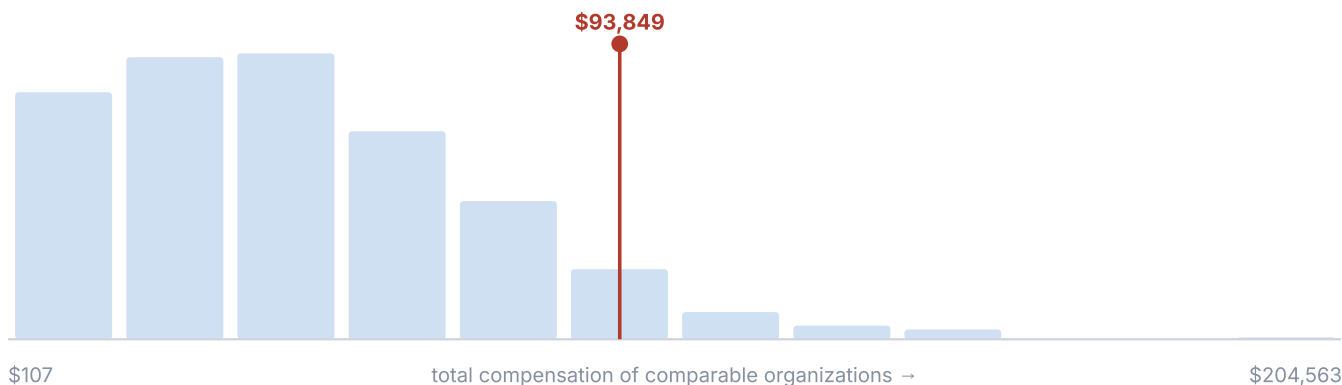
**Benchmarked executive:** Jason Garstecki — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$127,011 and \$284,353 — 0.67x to 1.50x the subject's \$189,569 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**660** organizations qualified on sector, size, and geography → **660** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,247	\$23,180	\$40,877	\$63,672	\$83,712	\$93,849
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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 WI 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="#">People Helping People</a>	WI	\$189,681	Chair	\$32,000	<b>\$32,000</b>	2024
<a href="#">Cancer Resource Center Of The</a>	NY	\$189,878	President/ce	\$84,017	<b>\$72,695</b>	2024
<a href="#">Vision Of Restoration Inc</a>	IL	\$189,063	Ceo	\$17,813	<b>\$16,768</b>	2024
<a href="#">The House Cafe Inc</a>	KS	\$190,529	Board Member	\$16,455	<b>\$17,022</b>	2024
<a href="#">Valle Del Sol Foundation</a>	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	<b>\$5,857</b>	2023
<a href="#">Freedom Fighters Of Georgia Inc</a>	GA	\$188,009	President	\$42,800	<b>\$41,207</b>	2024
<a href="#">Intrepid Care</a>	TX	\$191,302	Barker	\$48,071	<b>\$46,043</b>	2024
<a href="#">Greenville's Gift</a>	SC	\$191,535	President	\$13,104	<b>\$13,090</b>	2024
<a href="#">Az Heroes To Hometowns Foundation</a>	AZ	\$191,559	President	\$42,000	<b>\$39,819</b>	2023
<a href="#">Child Restoration Outreach Support Organization</a>	IL	\$191,731	Executive Director	\$59,613	<b>\$57,775</b>	2023
<a href="#">Good Life Community Development</a>	NE	\$187,349	Executive Di	\$57,557	<b>\$59,276</b>	2024
<a href="#">Nest Mission</a>	WA	\$187,316	Director	\$20,000	<b>\$17,145</b>	2024
<a href="#">Friends Of The East River Esplanade</a>	NY	\$192,057	Executive Director, As Of May 2024	\$41,487	<b>\$35,896</b>	2024
<a href="#">The Way Counseling Network Inc</a>	FL	\$192,470	President	\$27,500	<b>\$25,467</b>	2023
<a href="#">Cuyama Valley Family Resource Center</a>	CA	\$186,476	Executive Director	\$45,630	<b>\$38,842</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Beyond Fistula</a>	CA	\$192,936	Co-director	\$7,392	<b>\$6,112</b>	2024
<a href="#">Independence 2nd Owner Corp</a>	NY	\$193,146	Chief Executive Officer	\$81,429	<b>\$70,456</b>	2024
<a href="#">Veteran Womens Enterprise Center</a>	TX	\$185,752	Ceo/founder	\$30,000	<b>\$29,583</b>	2023
<a href="#">United Way Next</a>	VA	\$185,689	President And Ceo	\$119,703	<b>\$113,938</b>	2023
<a href="#">Ahead Inc</a>	OH	\$185,500	Executive Director	\$61,478	<b>\$62,349</b>	2024
<a href="#">The Trauma Healing Project Inc</a>	OR	\$193,713	Executive Di	\$50,248	<b>\$44,681</b>	2024
<a href="#">Fusion You Inc</a>	AZ	\$185,139	President/di	\$18,338	<b>\$17,386</b>	2023
<a href="#">Opelousas Pregnancy Center Inc</a>	LA	\$194,110	Executive Dirtr	\$8,333	<b>\$9,045</b>	2023
<a href="#">Somali Parents Advocacy Center For Education Inc</a>	MA	\$194,219	Executive Director	\$89,740	<b>\$77,216</b>	2024
<a href="#">311 Ministries</a>	TX	\$184,586	Executive Director	\$64,160	<b>\$63,269</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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** 660 organizations. Compensation range \$107–\$204,563; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$189,569); for reference, expenses \$567,654 and assets \$2,021,805. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Jason Garstecki, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	94 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	92 <sup>nd</sup>
Reportable pay only (column D), adjusted	96 <sup>th</sup>
All sources (D + E + F), adjusted	91 <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 (Jason Garstecki) 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 660 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,849 is reasonable (approximately the 94<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.