

First Steps To Heal Incorporated

Executive Director / CEO

EIN 862193527
 NY · NTEE P62
 FY ending 2024-02-29
 June 9, 2026

This analysis benchmarks the total compensation of **Jaquetta Jenkins, Executive Director / CEO** (\$127,665) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

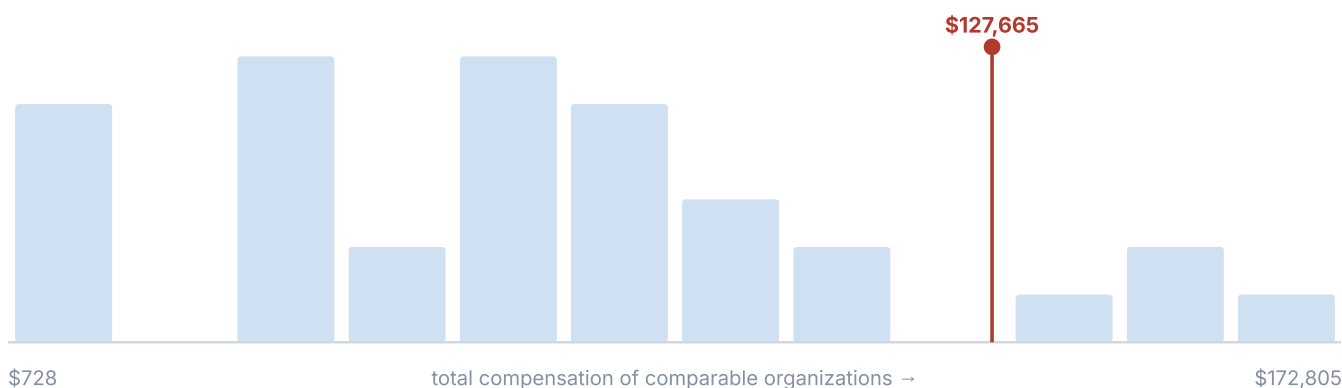
Benchmarked executive: Jaquetta Jenkins — reported title "VP/Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P62).
- BUDGET** Total revenue between \$181,210 and \$405,696 — 0.67x to 1.50x the subject's \$270,464 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P62), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,082	\$36,349	\$68,905	\$89,876	\$126,390	\$127,665
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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
Oklahoma Interviewing Services Inc	OK	\$270,589	Executive Director	\$2,500	\$3,046	2024
Rahab's Daughters	IL	\$266,865	Executive Director	\$55,057	\$61,669	2023
Hancock County Child Advocacy	IN	\$246,201	Executive Di	\$69,961	\$81,646	2024
Lubbock Victim Assistance Services	TX	\$240,527	Executive Director	\$156,103	\$172,805	2024
Childs Place	MN	\$300,860	Executive Director	\$76,701	\$86,350	2023
Dark Horse Global Inc	AZ	\$239,253	Pres	\$12,153	\$13,316	2023
Value Unconditional Inc	MO	\$238,699	President	\$91,489	\$107,235	2024
Womensv	CA	\$238,460	Chair/exec. Dir	\$102,120	\$97,585	2024
Un-shackled By Love	KY	\$237,823	Director	\$32,500	\$38,641	2024
Texas Victim Services Association Inc	TX	\$231,456	Director	\$70,200	\$80,007	2023
Sheared Inc Dba Healing Tree	NY	\$231,353	Executive Director	\$59,961	\$61,732	2023
Sycamore Farm Ky Inc	KY	\$230,031	Director	\$30,572	\$36,349	2024
Lila Mae's House	IA	\$319,375	Executive Director	\$67,538	\$81,837	2024
Copper River Basin Child Advocacy Center	AK	\$320,713	Executive Dir.	\$85,200	\$92,806	2023
The Child Advocacy Center Of Carroll County	NH	\$321,856	Executive Director	\$103,279	\$108,652	2023
Re-fined	CO	\$208,677	Executive Di	\$73,528	\$78,024	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Families Of Slain Children Incorporated	FL	\$206,987	Founder	\$700	\$728	2024
Swainqualla Safe Inc	NC	\$336,530	Executive Director	\$57,963	\$66,279	2024
I-5 Freedom Network	CA	\$203,039	Executive Director	\$32,890	\$30,619	2025
Victims Inc	NH	\$202,250	Exec Directo	\$53,745	\$56,541	2023
Anti-human Trafficking Intelligence	NC	\$341,891	Founder / Chief Executive	\$114,411	\$130,825	2024
Connected Kids Inc	OK	\$342,444	Ceo And Founder	\$125,000	\$156,821	2023
Speak Your Truth Today	CA	\$194,213	President	\$12,320	\$11,773	2024
Professional Christian Counseling S	TX	\$352,504	Owner	\$62,245	\$68,905	2024
Warehouse Nj	NJ	\$186,983	Founder, Executive Director	\$35,000	\$34,582	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.

● Sample, role match & sensitivity

PEER COUNT 33 organizations. Compensation range \$728–\$172,805; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$270,464); for reference, expenses \$343,864 and assets \$64,383.

ROLE MATCH Jaquetta Jenkins, reported title *"VP/Secretary"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	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	88 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	85 th

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 (Jaquetta Jenkins) 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 33 similarly situated organizations (Same NTEE sector (P62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$127,665 is reasonable (approximately the 88th 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.