

Hrpheavensreliefprograminc

Executive Director / CEO

EIN 872549312
 TX · NTEE L99
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kawa Polycarp, Executive Director / CEO** (\$2,150) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kawa Polycarp — reported title “Project Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

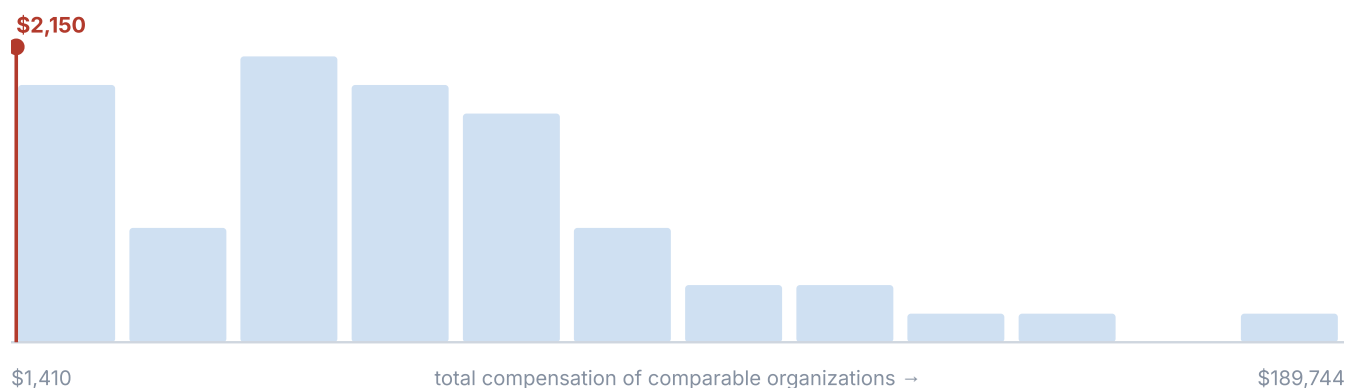
SECTOR Organizations sharing the subject's NTEE classification (L99).

BUDGET Total revenue between \$306,860 and \$687,000 — 0.67x to 1.50x the subject's \$458,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,823

\$30,664

\$48,850

\$76,209

\$105,835

\$2,150

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$2,150



■ 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 TX 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
Pacific Housing Oahu Corporation	HI	\$464,084	Executive Director/asst Secretary	\$12,712	\$11,051	2024
Helping The Homeless Inc	VA	\$450,933	Chief Executive Officer	\$40,050	\$37,549	2024
Asbury Arms North Inc	FL	\$445,308	Ceo/presiden	\$36,488	\$34,267	2023
St Croix Family Resource Center	MN	\$442,046	Executive Director	\$76,879	\$71,862	2025
Helping Hands Fund	MT	\$441,450	Executive Director	\$26,209	\$27,433	2024
Urban League Of Southern Ct Inc	CT	\$479,013	Ceo	\$164,438	\$149,709	2024
Pilgrim Terrace Cooperative Homes	CA	\$480,355	Executive Director	\$87,574	\$75,597	2023
Los Sures 101 South 3rd Housing	NY	\$434,107	Executive Director	\$17,573	\$15,874	2023
Public Safety Academy Housing Inc	FL	\$484,047	Vice Chair	\$119,094	\$105,835	2025
Faith And Fostering	LA	\$488,494	Executive Director	\$57,320	\$61,287	2024
Hosts For Hospitals	PA	\$490,010	Coordinator	\$68,000	\$64,149	2025
Breaking The Cycle	ME	\$490,021	Exec Director	\$71,395	\$69,418	2024
Potter's House Mission Inc	PA	\$424,203	President	\$73,455	\$73,229	2023
Jacksonville Community Land Trust Inc	FL	\$424,173	Executive Director	\$137,461	\$129,094	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope House Of St Croix Valley	MN	\$495,154	Executive Di	\$122,841	\$121,343	2023
Car Housing Affordability Fund	CA	\$420,324	Treasurer	\$47,274	\$40,808	2023
Miracles Happen Recovery Residence	GA	\$416,035	Executive Di	\$45,000	\$45,233	2023
Harmony Village Senior Nonprofit Housing Corp	MI	\$415,474	Administrator	\$48,655	\$48,764	2024
Lytton Iv Housing Corporation	CA	\$503,562	Ceo	\$47,706	\$40,000	2024
Been There	TX	\$505,942	Executive Director	\$92,813	\$90,150	2024
Benet Place	MN	\$509,435	President And Ceo	\$41,871	\$40,174	2024
Coronado Interfaith Housing Corporation	CA	\$402,681	President	\$12,848	\$10,772	2024
Bleeding Disorders Association	SC	\$401,157	Director	\$75,000	\$78,219	2023
Usvets - Arizona	CA	\$399,672	President & Ceo	\$18,095	\$15,620	2023
209 South 2nd Street Housing Development	NY	\$522,952	Executive Director	\$20,221	\$17,743	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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 51 organizations. Compensation range \$1,410–\$189,744; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$458,000); for reference, expenses \$8,000 and assets \$1,045,833. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kawa Polycarp, reported title " <i>Project Manager</i> ", 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	18 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	0 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 (Kawa Polycarp) 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 51 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$2,150 is reasonable (approximately the 2nd 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.