

Guardians Of Hope Inc

Executive Director / CEO

EIN 991704790
 MT · NTEE K31
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paul Rollins, Executive Director / CEO** (\$22,752) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Paul Rollins — reported title “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

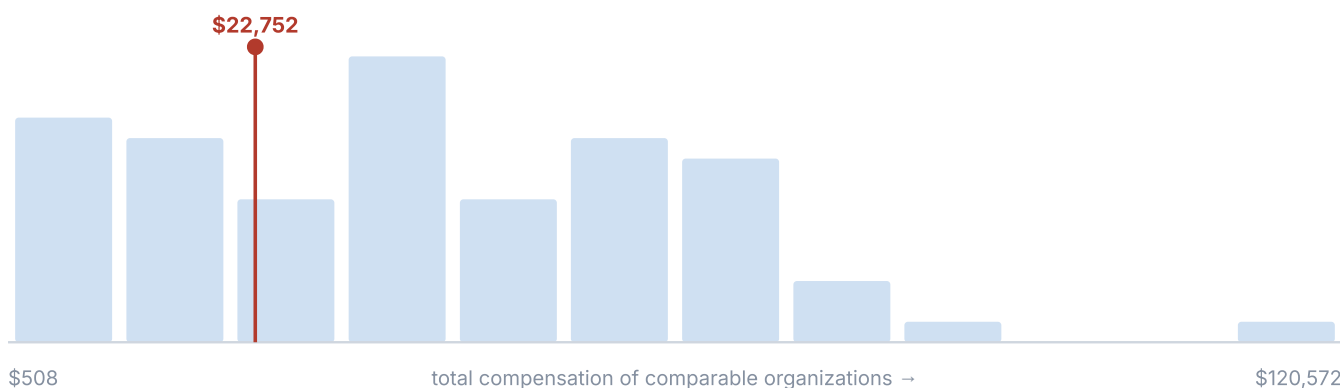
SECTOR Organizations sharing the subject's NTEE classification (K31).

BUDGET Total revenue between \$250,443 and \$560,694 — 0.67x to 1.50x the subject's \$373,796 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (K31), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,432	\$17,436	\$35,245	\$55,522	\$66,109	\$22,752
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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
Murphysboro Food Pantry Inc	IL	\$373,004	Exec Director	\$72,937	\$66,521	2024
New Life Ministries - Indiana Inc	IN	\$372,659	President	\$16,885	\$17,007	2023
Illinois Valley Food Pantry	IL	\$378,887	Executive Dir.	\$44,792	\$39,798	2025
The Good Shepherd Food Pantry Of Bertie County Nc Inc	NC	\$379,382	Executive Director	\$48,640	\$48,002	2023
Hardwick Area Food Pantry Inc	VT	\$380,838	Executive Director	\$16,566	\$15,468	2024
Bushels Of Blessings	NJ	\$382,269	Executive Director	\$15,217	\$12,604	2024
Porch-hillsborough	NC	\$383,696	Director	\$15,280	\$15,079	2023
Irondequoit Community Cupboard Inc	NY	\$363,688	Executive Director	\$50,013	\$43,164	2023
Appling County Food Bank Inc	GA	\$363,120	Director	\$16,821	\$15,690	2024
South Corvallis Food Bank	OR	\$388,150	Executive Director	\$33,959	\$29,256	2024
Charity Series Of Poker	NV	\$388,171	President	\$67,333	\$64,462	2023
Guilderland Food Pantry Inc	NY	\$358,568	Executive	\$26,590	\$22,290	2024
Tennessee Food On Foot Foundation Inc	TN	\$358,356	President	\$13,500	\$13,164	2024
Food Pantry Of Jeff Davis County Inc	TX	\$352,735	Executive Director	\$35,614	\$33,049	2024
Helping Hands Caring Hearts Inc	AR	\$396,581	Executive Di	\$29,280	\$30,532	2024
The Lovve Project	CO	\$346,015	Executive Di	\$49,808	\$44,307	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Caring And Sharing Food Pantry Inc	OH	\$345,976	Executive Di	\$17,745	\$17,436	2024
Storehouse Food Pantry	TN	\$403,881	Treasurer	\$5,900	\$5,923	2023
Pantry 279 Inc	IN	\$342,724	Director	\$8,573	\$8,387	2024
King Ferry Food Pantry Inc	NY	\$338,002	Executive Director	\$43,500	\$36,466	2024
Gatesville Care Center	TX	\$410,582	Co-director	\$20,400	\$18,931	2024
Feeding Wilmington Inc	NC	\$330,442	Chair-elect	\$23,644	\$22,664	2024
Pinedale Community Food Basket Inc	WY	\$328,196	Food Distributor	\$18,383	\$18,801	2023
Harvest Food Pantry Inc	PA	\$327,173	Executive Di	\$60,015	\$55,522	2024
Feed The Needy	TN	\$424,121	Chairwoman And Ceo	\$32,196	\$31,395	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.

● Sample, role match & sensitivity

PEER COUNT 73 organizations. Compensation range \$508–\$120,572; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$373,796); for reference, expenses \$365,423 and assets \$8,373.

ROLE MATCH Paul Rollins, reported title "*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	32 nd
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	30 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 (Paul Rollins) 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 73 similarly situated organizations (Same NTEE sector (K31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,752 is reasonable (approximately the 32nd 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.