

Sammons Center Endowment Corp

Executive Director / CEO

EIN 161677792

TX · NTEE A116

FY ending 2024-08-31

June 13, 2026

This analysis benchmarks the total compensation of **Joanna St Angelo, Executive Director / CEO** (\$13,000) against **every comparable organization** that fit the selection criteria — **447** 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: Joanna St Angelo — 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 (A116).

BUDGET Total revenue between \$58,170 and \$130,231 — 0.67x to 1.50x the subject's \$86,821 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

447 organizations qualified on sector, size, and geography → **447** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,487	\$9,243	\$22,012	\$41,194	\$57,206	\$13,000
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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 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
The Center For Less Unpleasant	NY	\$86,910	President	\$288,000	\$260,164	2024
Tioga County Historical Society	PA	\$86,949	Managing Director	\$28,891	\$29,652	2023
North Shore Academy Of The Arts Inc	WI	\$86,646	Director	\$4,300	\$4,622	2023
The Robert & Jane Meyerhoff Modern Art	MD	\$87,004	Trustee	\$463,127	\$445,630	2023
Renew Theaters Inc	PA	\$87,022	Executive Director	\$110,092	\$109,753	2024
El Paso Holocaust Museum Foundation	TX	\$86,514	Museum Exec Dir	\$2,227	\$2,293	2023
Music For Autism	CA	\$87,168	Executive Director	\$35,744	\$31,767	2023
Waseca Arts Council Inc	MN	\$87,169	Executive Dir.	\$8,327	\$8,225	2024
Dances Of Universal Peace International	WA	\$87,251	President	\$6,500	\$5,818	2024
International Jazz Day Az	AZ	\$87,344	Executive Dir.	\$18,215	\$17,512	2024
Vasa Order Of America National	IL	\$86,295	Archivist	\$50,404	\$49,538	2024
The Stage Door Inc	UT	\$87,427	Managing Dir	\$8,000	\$8,185	2024
Whitesville Historical Society Inc	KY	\$86,210	Executive Di	\$21,012	\$23,235	2023
Order Of The Crown Of Charlemagne	MN	\$86,158	Registrar Ge	\$3,685	\$3,546	2025
South Florida Chamber Ensemble Inc	FL	\$87,526	Executive Director	\$38,500	\$36,157	2024
Dublin Community Center	NH	\$87,586	Center Director	\$24,999	\$23,076	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sentimental Journey Inc	PA	\$87,602	Executive Coordinator	\$9,909	\$9,879	2024
Sephardi Voices Usa Inc	FL	\$86,014	President/tr	\$7,250	\$6,809	2024
Minnesota Association Of Letter Carriers	MN	\$85,874	President	\$7,661	\$7,791	2023
Crawford Family Historical Museum Inc	TX	\$87,830	Secretary-treasurer	\$29,952	\$30,837	2023
Spaces	OH	\$85,801	Frmr Exec Di	\$58,702	\$62,155	2024
Central Stage Theatre Of County Kitsap	WA	\$85,801	Executive Dir.	\$12,504	\$11,191	2024
Morning Star News International Inc	CA	\$87,895	President & Ceo	\$46,000	\$40,882	2023
Cmc Leverage Lender Inc	CA	\$85,738	Executive Director	\$12,422	\$10,447	2025
Mainstreet Las Vegas Inc	NM	\$85,591	Executive Director	\$25,000	\$26,881	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 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 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	447 organizations. Compensation range \$1–\$445,630; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$86,821); for reference, expenses \$432,914 and assets \$6,479,396. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joanna St Angelo, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 35 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	32 nd
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Joanna St Angelo) 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 13, 2026, comparing compensation against 447 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,000 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 13, 2026.