

Sav-a-life Of The Mississippi Gulf

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Susan Jones, Executive Director / CEO** (\$50,808) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

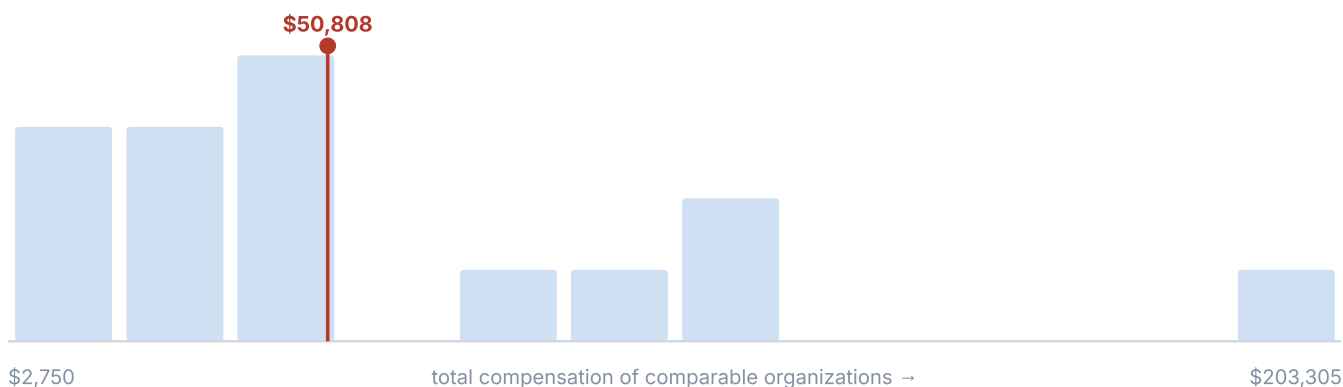
Benchmarked executive: Susan Jones — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T90).
BUDGET	Total revenue between \$236,077 and \$528,531 — 0.67x to 1.50x the subject's \$352,354 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T90), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,644	\$25,414	\$44,024	\$81,165	\$104,144	\$50,808
---------	----------	----------	----------	-----------	----------



■ 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 MS 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
Lesta Hoel Memorial Trust Fund	OR	\$340,716	President & Ceo	\$40,374	\$32,699	2024
Northwest Ct Community Foundation Trust	CT	\$317,614	President	\$248,630	\$203,305	2024
The Jane And Arthur Flippo Endowment	VA	\$398,946	Treasurer	\$57,284	\$48,237	2024
Bessie Green Community Inc	NJ	\$409,309	Executive Di	\$56,538	\$44,024	2024
E H & H D Bailey Memorial Trust	MA	\$421,121	Trustee	\$6,000	\$4,702	2024
Edboost Education Corporation	CA	\$272,430	Executive Director Secretary	\$60,000	\$45,184	2024
Louis D Srybnik Foundation	NY	\$268,489	Program Director/dir.	\$33,254	\$26,206	2024
Amazima Asset Trust	TN	\$265,808	Trustee (Began 4/24)	\$3,000	\$2,750	2024
Mighty Acorn Foundation	IN	\$453,917	President	\$43,700	\$40,190	2024
Tavia And Freda Gordon Family	VA	\$246,121	Secretary (Since 7/15/20)	\$5,470	\$4,606	2024
Newton Foundation	WY	\$239,653	President	\$92,625	\$86,500	2024
Harry Weinberg Family Foundation Inc	MD	\$504,295	President & Public Dir. Until 07/24	\$30,197	\$24,621	2024
Hebrew Free Loan Association Of	PA	\$507,964	Executive Director	\$87,192	\$75,830	2024
W F Bisbee J G O Rourke Tte	ME	\$521,317	Trustee	\$119,733	\$104,560	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Louix Dor Dempriey Foundation	CA	\$521,715	President/ceo	\$137,466	\$103,521	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	15 organizations. Compensation range \$2,750–\$203,305; filing years 2024.
SIZE BASIS	Matched on total revenue (\$352,354); for reference, expenses \$295,162 and assets \$597,009.
ROLE MATCH	Susan Jones, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	67 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	33 rd

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 (Susan Jones) 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 15 similarly situated organizations (Same NTEE sector (T90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,808 is reasonable (approximately the 67th 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.