

# Lanteri Center For Ignatian Spirit

Executive Director / CEO

EIN 201891947

CO · NTEE X90

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kay L Davis, Executive Director / CEO** (\$75,899) 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 **63<sup>rd</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

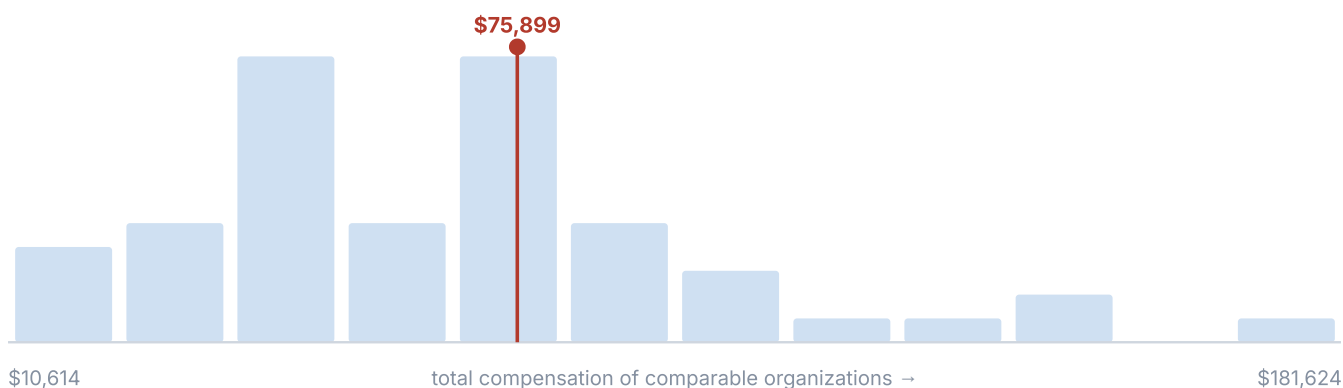
**SECTOR** Organizations sharing the subject's NTEE classification (X90).

**BUDGET** Total revenue between \$252,559 and \$565,431 — 0.67x to 1.50x the subject's \$376,954 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X90), 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



<b>\$29,824</b> 10TH	<b>\$43,670</b> 25TH	<b>\$66,167</b> MEDIAN	<b>\$83,068</b> 75TH	<b>\$106,651</b> 90TH	<b>\$75,899</b> THIS ORG · 63RD
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■ **Comparable organizations**

P50
P75
P90

**\$29,824**
**\$43,670**
**\$66,167**
**\$83,068**
**\$106,651**

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 CO 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
<a href="#">Rainbow Mission Inc</a>	WA	\$383,177	Executive Director	\$85,889	<b>\$80,195</b>	2024
<a href="#">The True Vine A Christian Foundation</a>	AL	\$385,452	Managing Director	\$30,056	<b>\$33,863</b>	2024
<a href="#">Jewish Jewels Inc</a>	FL	\$391,760	Director	\$57,463	<b>\$56,297</b>	2024
<a href="#">Jehovah Jireh Ministries Inc</a>	GA	\$356,952	Ceo	\$63,100	<b>\$66,167</b>	2024
<a href="#">Arimborgo Ministries</a>	AZ	\$408,419	President	\$72,500	<b>\$72,715</b>	2024
<a href="#">City Gates Ministries</a>	WA	\$343,917	President	\$45,019	<b>\$42,034</b>	2024
<a href="#">Village Heartbeat</a>	CO	\$411,880	President & Ceo	\$103,591	<b>\$106,651</b>	2023
<a href="#">Israel Today Ministries Inc</a>	TX	\$414,177	President	\$174,101	<b>\$181,624</b>	2024
<a href="#">Sheboygan County Interfaith</a>	WI	\$418,932	Executive Di	\$63,699	<b>\$69,378</b>	2024
<a href="#">Theres Hope America Inc</a>	GA	\$333,686	Chairmanpresident	\$65,682	<b>\$68,874</b>	2024
<a href="#">Lmbm Inc</a>	OH	\$333,172	Executive Di	\$27,000	<b>\$29,824</b>	2024
<a href="#">Fons Vitae Of Kentucky Inc</a>	KY	\$424,939	President	\$62,745	<b>\$72,378</b>	2023
<a href="#">Kingdom Story Ministries Inc</a>	WA	\$327,529	President & Founder	\$92,700	<b>\$89,111</b>	2023
<a href="#">The Fruitful Field Inc</a>	FL	\$327,441	Executive Director	\$51,764	<b>\$49,407</b>	2025
<a href="#">Interfaith Community Partners</a>	IL	\$325,717	Executive Dir.	\$76,529	<b>\$78,464</b>	2024
<a href="#">Wyandotte County Justice Ministry Organization</a>	KS	\$322,575	Executive Director	\$60,678	<b>\$68,364</b>	2024
<a href="#">Interfaith Alliance Of Iowa</a>	IA	\$431,795	Executive Di	\$131,900	<b>\$150,616</b>	2024
<a href="#">African Leadership Development</a>	ID	\$320,946	Executive Director	\$89,177	<b>\$98,934</b>	2024
<a href="#">David Chung Ministries International</a>	WA	\$316,627	President	\$15,500	<b>\$14,900</b>	2023
<a href="#">Truth Is One Interfaith Church Inc</a>	NC	\$316,502	President	\$72,000	<b>\$77,586</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christian Campus Fellowship At Uga</a>	GA	\$316,402	Director	\$49,718	<b>\$52,134</b>	2024
<a href="#">Family Promise Of Great Falls</a>	MT	\$314,498	Executive Director	\$62,400	<b>\$70,148</b>	2024
<a href="#">Kingdomquest Ministries Inc</a>	IN	\$440,477	President	\$109,414	<b>\$123,886</b>	2023
<a href="#">Ucc Xix Inc</a>	OH	\$441,426	Treasurer	\$50,772	<b>\$56,081</b>	2024
<a href="#">Touch Of Fire Ministries Inc</a>	FL	\$310,699	President/chairman	\$90,048	<b>\$88,221</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	51 organizations. Compensation range \$10,614–\$181,624; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$376,954); for reference, expenses \$290,824 and assets \$546,115.
ROLE MATCH	Kay L Davis, reported title “—”, benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</sup>

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 (Kay L Davis) 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 (X90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,899 is reasonable (approximately the 63<sup>rd</sup> 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.