

St Mary's Villa Inc

Executive Director / CEO

EIN 311548512

CO · NTEE L22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bobby Artis, Executive Director / CEO** (\$34,463) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

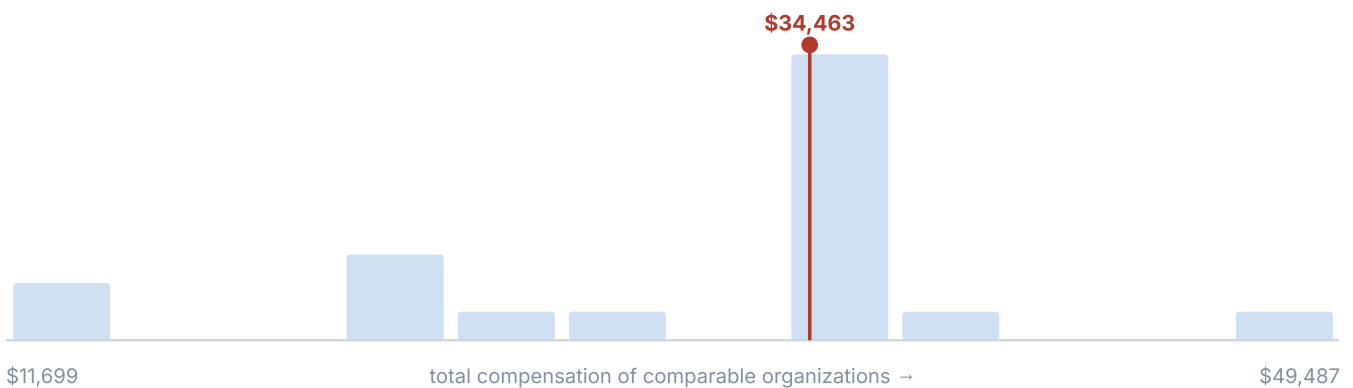
Benchmarked executive: Bobby Artis — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L22).
- BUDGET** Total revenue between \$287,986 and \$644,746 — 0.67x to 1.50x the subject's \$429,831 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L22) + CO + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,767	\$23,287	\$34,460	\$34,637	\$37,078	\$34,463
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 53RD
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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 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
Assisi Homes Of Neenah Inc	CO	\$417,981	President	\$12,045	\$11,699	2024
Avondale Senior Village	CO	\$398,003	Vice President	\$35,660	\$34,637	2024
St Theresa Village Inc	CO	\$469,005	Director	\$34,463	\$34,463	2023
Casa De Merced	CO	\$374,114	Vice President	\$34,402	\$34,402	2023
Marshside Village Inc	CO	\$486,117	Vice President	\$35,660	\$34,637	2024
Tri-county Senior Citizens & Housing Inc	CO	\$371,142	Executive Dir.	\$40,565	\$39,401	2024
Mercy Place Belmont Inc	CO	\$366,310	Director	\$34,463	\$34,463	2023
Mesa Senior Meadows	CO	\$362,254	Vice President	\$35,660	\$34,637	2024
Mercy Senior Housing Oxnard	CO	\$503,442	President	\$22,009	\$21,378	2024
Gault Street Senior Housing	CO	\$353,940	President	\$25,195	\$25,195	2023
Sacred Heart Village Iii Inc	CO	\$507,497	Director	\$34,463	\$34,463	2023
Mercy Village Joplin Inc	CO	\$508,747	President	\$35,478	\$34,460	2024
El Mirage Senior Village	CO	\$348,997	Vice President	\$34,402	\$34,402	2023
Mcauley Manor Inc	CO	\$348,558	Director	\$37,575	\$36,497	2024
Francis Of Assisi Community	CO	\$524,360	President	\$22,009	\$21,378	2024
Vista Alegre	CO	\$537,514	President	\$29,805	\$28,950	2024
Archway Communities Inc	CO	\$556,907	Executive Director	\$50,949	\$49,487	2024
Allegre Point Senior Residences Inc	CO	\$573,442	President	\$13,716	\$13,322	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mercy Oaks Village	CO	\$602,253	President	\$22,009	\$21,378	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT	19 organizations. Compensation range \$11,699–\$49,487; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$429,831); for reference, expenses \$435,787 and assets \$1,528,028.
ROLE MATCH	Bobby Artis, reported title " <i>DIRECTOR</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	53 rd
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	5 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 (Bobby Artis) 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 19 similarly situated organizations (Same NTEE sector (L22) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,463 is reasonable (approximately the 53rd 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.