

# Northwest Indiana Catholic

Executive Director / CEO

EIN 350777082  
 IN · NTEE O50Z  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **John Curtin, Executive Director / CEO** (\$56,264) 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 **60<sup>th</sup>** percentile of comparable organizations within the typical range

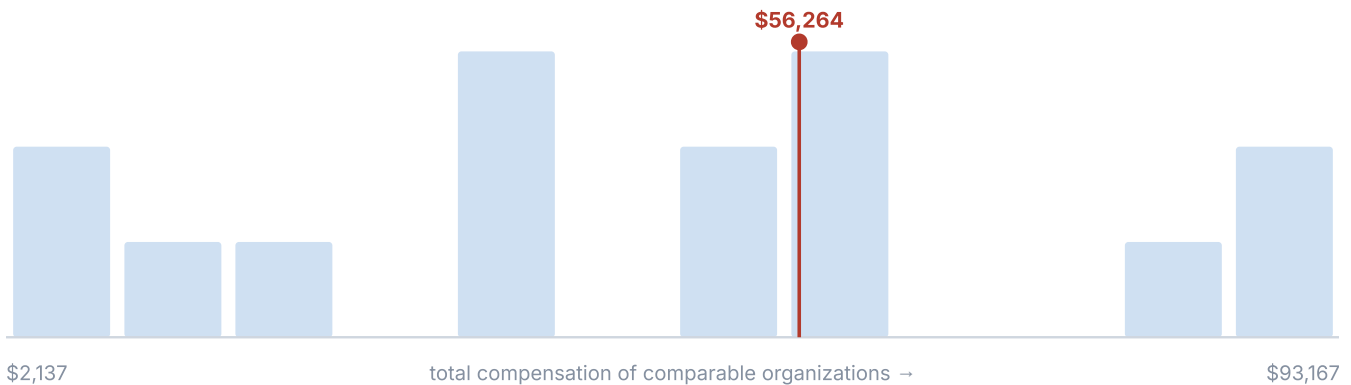
**Benchmarked executive:** John Curtin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

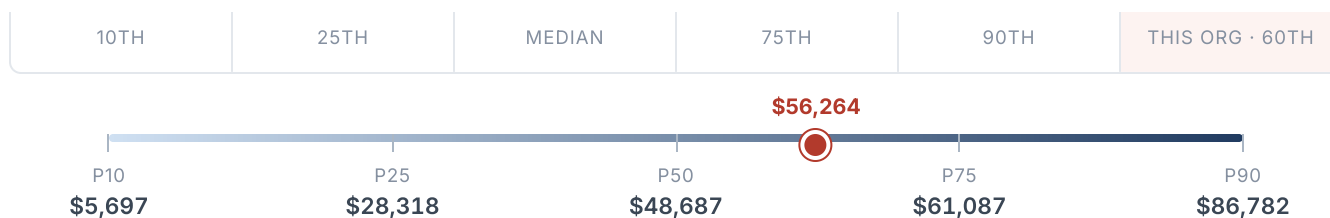
SECTOR	Organizations sharing the subject's NTEE classification (O50Z).
BUDGET	Total revenue between \$267,103 and \$597,993 — 0.67x to 1.50x the subject's \$398,662 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + IN + budget 0.67–1.5x revenue.

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

## Distribution of comparable compensation



\$5,697	\$28,318	\$48,687	\$61,087	\$86,782	<b>\$56,264</b>
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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 IN 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="#">The Ross Foundation</a>	IN	\$408,829	Founder, Ceo	\$24,000	<b>\$24,000</b>	2023
<a href="#">Guidance Life Skills And Mentoring Inc</a>	IN	\$450,826	Executive Director	\$33,806	<b>\$33,806</b>	2023
<a href="#">Listen To Our Future Inc</a>	IN	\$345,202	Ceo	\$50,125	<b>\$48,687</b>	2024
<a href="#">Saint Florian Center Inc</a>	IN	\$338,695	Executive Director	\$51,000	<b>\$49,537</b>	2024
<a href="#">Mel's Academy Inc</a>	IN	\$324,994	President/ceo	\$11,152	<b>\$10,832</b>	2024
<a href="#">Play Like A Champion Today</a>	IN	\$485,099	Secretary	\$80,000	<b>\$80,000</b>	2023
<a href="#">Angels Of Hope Minsitry</a>	IN	\$310,141	Assistant Director	\$33,600	<b>\$32,636</b>	2024
<a href="#">Deeply Ingrained Inc</a>	IN	\$309,857	Executive Di	\$58,077	<b>\$56,411</b>	2024
<a href="#">X Count Inc</a>	IN	\$303,681	Vice-preside	\$93,167	<b>\$93,167</b>	2023
<a href="#">Association For Space Science</a>	IN	\$294,794	Executive Di	\$35,000	<b>\$33,120</b>	2025
<a href="#">Westfield Athletic Boosters</a>	IN	\$502,675	Treasurer	\$2,200	<b>\$2,137</b>	2024
<a href="#">Casa Of Scott County Inc</a>	IN	\$286,281	Executive Director	\$64,010	<b>\$62,174</b>	2024
<a href="#">The Bloom Project Inc</a>	IN	\$269,431	Executive Director	\$60,000	<b>\$60,000</b>	2023
<a href="#">Msi Youth Foundation Inc</a>	IN	\$268,433	Director	\$2,341	<b>\$2,274</b>	2024
<a href="#">Blessings In A Backpack Inc</a>	IN	\$560,895	Executive Di	\$94,000	<b>\$91,303</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 IN 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

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**PEER COUNT** 15 organizations. Compensation range \$2,137–\$93,167; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$398,662); for reference, expenses \$451,892 and assets \$219,947.

**ROLE MATCH** John Curtin, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	60 <sup>th</sup>
Reportable pay only (column D), adjusted	47 <sup>th</sup>
All sources (D + E + F), adjusted	60 <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

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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 (John Curtin) 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 (O50) + IN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,264 is reasonable (approximately the 60<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_ for / \_ against].

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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.