

Damou Christian Mission Inc

Executive Director / CEO

EIN 351970002
 IN · NTEE Q20
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jessica Eugene, Executive Director / CEO** (\$22,300) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 18th percentile of comparable organizations below the typical range for comparable organizations

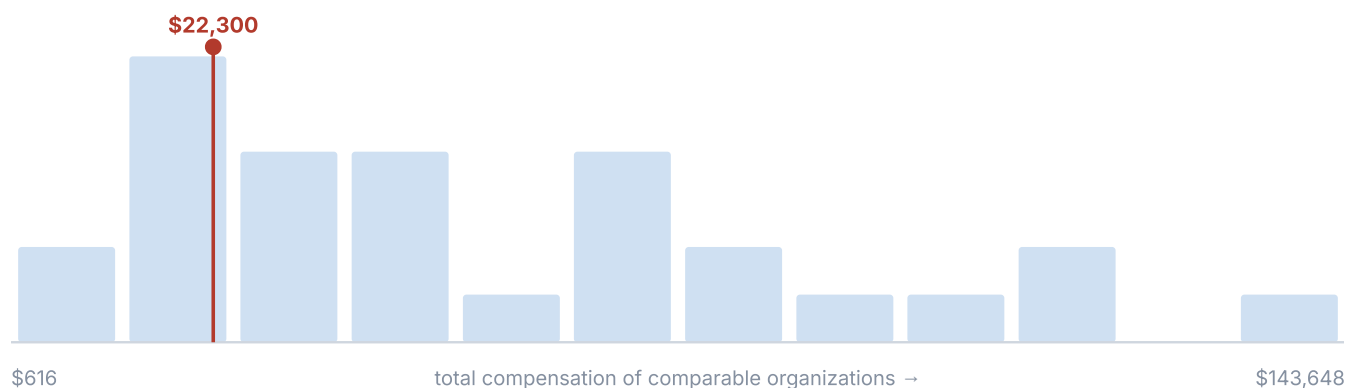
Benchmarked executive: Jessica Eugene — reported title “Field Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

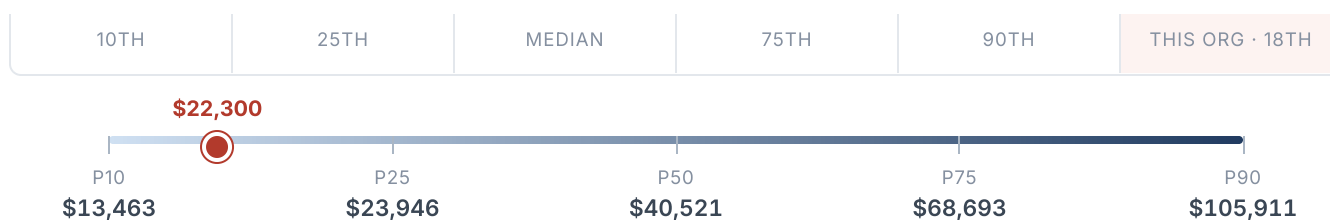
- SECTOR Organizations sharing the subject's NTEE classification (Q20).
- BUDGET Total revenue between \$158,549 and \$354,961 — 0.67x to 1.50x the subject's \$236,641 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (Q20), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,463	\$23,946	\$40,521	\$68,693	\$105,911	\$22,300
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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
Santa Cruz Breakers Inc	CA	\$238,817	Board Member	\$30,000	\$23,245	2025
Osgood Center For International Studies	DC	\$241,075	President	\$75,000	\$62,410	2023
Oxford Consortium For Human Rights Inc	CT	\$232,113	Treasurer (Former)	\$10,000	\$8,636	2024
Inside The Middle East Inc	MD	\$230,928	President	\$15,350	\$13,608	2023
The Hyogo Business & Cultural Center	WA	\$225,136	Executive Director	\$107,805	\$86,608	2025
Aice Inc	MD	\$223,203	Executive Director	\$166,818	\$143,648	2024
Blossoming Rose	MI	\$219,965	President	\$45,970	\$43,703	2024
Amigos De Seattle	WA	\$218,826	Executive Director	\$34,599	\$28,531	2024
Canvas U S	DC	\$215,050	Executive Director	\$28,666	\$23,854	2023
New Story Leadership Inc	MD	\$211,883	Executive Director	\$92,333	\$79,508	2024
Manhattan His Association	KS	\$265,413	Executive Director/secretary	\$65,500	\$63,496	2025
Metro Justice Of Rochester Inc	NY	\$206,531	Lead Organizer	\$44,862	\$37,338	2024
Global Citizenship Alliance	OR	\$202,768	President & Ceo	\$23,661	\$20,836	2023
Macgillivray Freeman Films Educational	CA	\$275,528	Co-executive Director	\$16,500	\$13,123	2024
Tulsa Global Alliance	OK	\$283,856	Executive Director	\$36,755	\$37,278	2024
Idti Inc	FL	\$284,476	International Consultant	\$127,500	\$110,321	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gulf Coast Citizen Diplomacy Council Inc	FL	\$291,084	Executive Director	\$70,965	\$61,403	2024
Interfaith Peace Builders	DC	\$293,845	Managing Director (Thru 11/22)	\$78,218	\$65,088	2023
Japan-america Society Of	PA	\$174,087	Executive Director	\$47,736	\$43,846	2024
Japan Society Of Boston Inc	MA	\$168,092	Executive Director	\$63,461	\$54,077	2023
Partnership International Inc	DC	\$167,065	Senior Engineer - Solar & Wind	\$33,064	\$26,724	2024
The Fountain For The Natural	OR	\$322,044	President	\$700	\$616	2023
Japan-american Society	OH	\$325,902	Executive Di	\$30,227	\$28,728	2025
Japan America Society Of Colorado	CO	\$326,000	Executive Director	\$91,264	\$80,603	2024
Identity Mission	NC	\$326,517	President	\$24,470	\$23,976	2023

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

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.

● Sample, role match & sensitivity

PEER COUNT 28 organizations. Compensation range \$616–\$143,648; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$236,641); for reference, expenses \$243,992 and assets \$20,075.

ROLE MATCH Jessica Eugene, reported title "*Field Director*", 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	1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	18 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 (Jessica Eugene) 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 28 similarly situated organizations (Same NTEE sector (Q20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,300 is reasonable (approximately the 18th 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.