

Philanthropy Missouri

Executive Director / CEO

EIN 430953940
 MO · NTEE T50Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Michelle Miller, Executive Director / CEO** (\$117,594) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Miller — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T50Z).

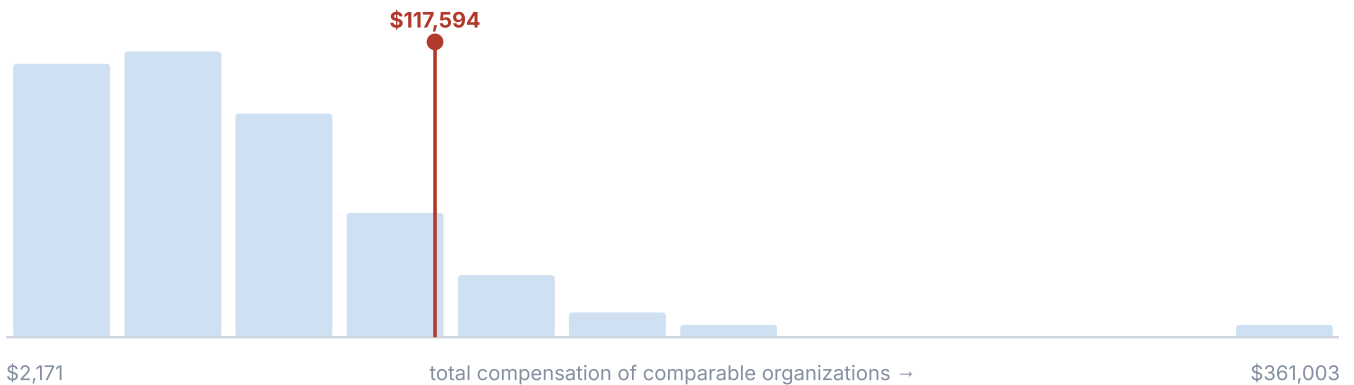
BUDGET Total revenue between \$274,205 and \$613,893 — 0.67x to 1.50x the subject's \$409,262 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography

→ **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,555	\$30,191	\$57,567	\$90,398	\$122,429	\$117,594
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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 MO 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
Thanksgiving Heroes Foundation	UT	\$410,440	—	\$78,000	\$75,373	2023
St Philips On The Park Housing	NY	\$411,256	Maintenance	\$110,342	\$91,438	2024
Charities Review Council	MN	\$406,358	Executive Director	\$118,241	\$110,310	2023
American Jewish Medical Association	VA	\$405,355	Ceo	\$112,500	\$99,614	2024
Downtown Boulder Community Initiatives	CO	\$404,871	Ceo	\$166,294	\$146,231	2024
Foundation For Christian Schools	MT	\$404,628	Director	\$48,000	\$48,851	2023
Life Santa	UT	\$416,897	Executive Director	\$22,000	\$20,649	2024
100 Humanitarians International	UT	\$418,726	Programs Director	\$10,533	\$9,886	2024
Sport Innovators	CA	\$395,359	Executive Director	\$125,000	\$98,986	2024
A Moment Of Magic Inc	PA	\$394,891	Employee	\$100,800	\$92,184	2024
Kyiv Mohyla Foundation Of America	IL	\$424,013	President	\$60,000	\$54,095	2024
Manhattan Community Health Foundation	KS	\$424,828	Executive Director	\$14,568	\$14,433	2024
Jewish Charity Review Inc	NJ	\$424,877	Treasurer	\$22,320	\$18,815	2023
International Friendship Ministries Inc	GA	\$393,364	President	\$24,185	\$22,959	2023
Philanthropy Miami Inc	FL	\$390,196	Executive Director	\$63,510	\$54,715	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Coalition On Black Civic Participation	OH	\$429,183	President And Treasurer - Board Member	\$31,000	\$30,111	2024
Eugene And Jeanne Savage Scholarship Fund	MD	\$431,246	Trustee	\$14,412	\$12,357	2024
Planting Seeds International	IL	\$432,813	Executive Director	\$30,165	\$27,197	2024
Sauls Light Foundation	LA	\$382,838	Executive Direc	\$38,462	\$39,987	2023
Forward Giving Inc	TN	\$379,656	President	\$6,674	\$6,434	2024
Wisconsin Masonic Center Foundation Inc	WI	\$378,424	Executive Director	\$61,538	\$60,679	2023
Altar Fly Fishing	IL	\$445,834	President	\$107,500	\$99,783	2023
Gay Mens Chorus Of Charlotte	NC	\$370,855	Managing Artistic Director	\$60,000	\$56,855	2024
Ministry Office	MN	\$367,575	Coo	\$2,400	\$2,175	2024
Soundcheck Prevention Network	NC	\$455,375	Executive Di	\$96,200	\$91,156	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 82 organizations. Compensation range \$2,171–\$361,003; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$409,262); for reference, expenses \$479,152 and assets \$532,300.

ROLE MATCH	Michelle Miller, reported title "CEO", 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	2 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	89 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	84 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 (Michelle Miller) 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 82 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,594 is reasonable (approximately the 89th 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.