

Covenant Place Foundation

Executive Director / CEO

EIN 431365901
 MO · NTEE P81Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joan Denison, Executive Director / CEO** (\$17,274) against **every comparable organization** that fit the selection criteria — **149** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

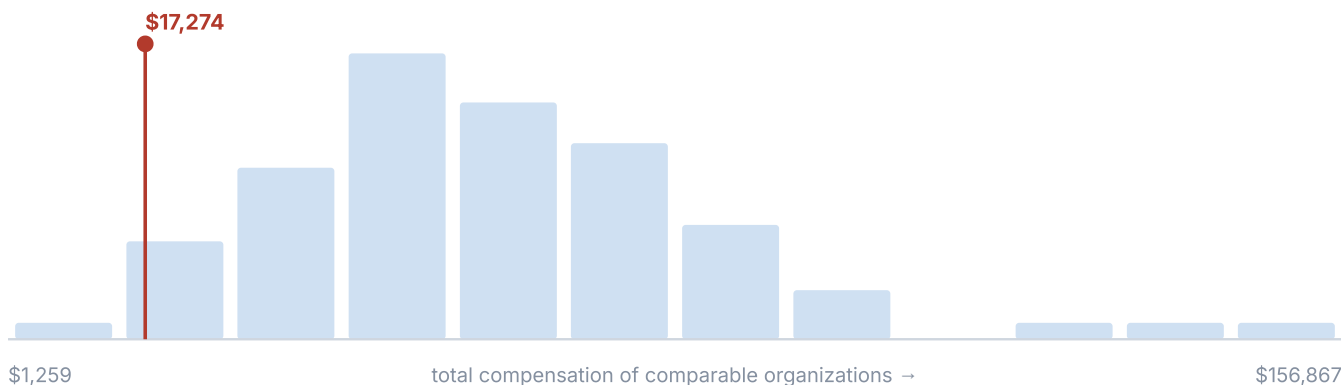
Benchmarked executive: Joan Denison — reported title “PRESIDENT AND CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$315,487 and \$706,315 — 0.67x to 1.50x the subject's \$470,877 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

149 organizations qualified on sector, size, and geography → **149** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,314	\$40,981	\$54,803	\$72,131	\$87,612	\$17,274
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$17,274



■ 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
Project Concern Inc	KS	\$472,106	Executive Director	\$52,949	\$54,008	2024
Murphys Senior Center	CA	\$467,574	Schetzline	\$35,631	\$29,049	2024
Oxford Senior Center Inc	PA	\$475,631	Executive Di	\$92,169	\$84,544	2025
Bell County Senior Citizens	KY	\$476,055	Executive Director	\$39,960	\$39,489	2025
Meridian Area Senior Citizens	ID	\$477,088	Center Director	\$79,940	\$80,290	2024
Inter-church Council Of Greater	MA	\$464,599	Director	\$87,721	\$74,425	2024
Madison County Elderly Services Inc	IA	\$464,189	Executive Director	\$66,893	\$67,371	2025
Cowley County Council On Aging Inc	KS	\$460,126	Previous Executive Director	\$60,442	\$63,472	2023
Kennett Area Senior Center Inc	PA	\$481,912	Executive Di	\$80,000	\$73,382	2025
Ashland County Aging Unit	WI	\$483,070	Executive Di	\$45,000	\$45,682	2023
Claiborne Voluntary Council On Aging Inc	LA	\$483,767	Executive Director	\$47,840	\$49,736	2024
Franklin County Senior Citizens	AR	\$456,639	Executive Director	\$33,636	\$35,697	2024
Golden Age Council Inc	CO	\$456,624	Executive Director	\$17,275	\$16,101	2023
Broken Arrow Seniors Inc	OK	\$486,051	Executive Dir.	\$76,536	\$81,920	2023
Maumee Seniors Inc	OH	\$452,262	Exc. Director	\$64,836	\$64,836	2024
Silver Lake Annex Multi-purpose Community Center	RI	\$491,278	Board Member	\$23,887	\$21,626	2024
Senior Center Of Elk Grove Inc	CA	\$450,167	Executive Dir.	\$57,011	\$46,480	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Estacada Community Center Inc	OR	\$493,163	Director	\$35,220	\$30,881	2024
Jewish Older Adult Services	NJ	\$493,781	Executive Di	\$78,072	\$65,813	2024
Westerly Senior Citizens Center	RI	\$494,316	Executive Di	\$81,782	\$72,131	2025
Holbrook Senior Citizens Association	AZ	\$495,796	Acting Ex Dir	\$48,706	\$43,086	2025
Brooks Senior Center	NY	\$496,084	Program Director	\$90,453	\$77,171	2024
Marion County Council On Aging	SC	\$496,417	Executive Director	\$49,395	\$48,653	2024
Cadre Inc Communities Aligned For	GA	\$496,889	Executive Dir.	\$74,491	\$70,716	2024
Verde Valley Senior Citizens	AZ	\$499,693	Executive Di	\$71,416	\$66,762	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 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	149 organizations. Compensation range \$1,259–\$156,867; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$470,877); for reference, expenses \$373,818 and assets \$3,648,545.
ROLE MATCH	Joan Denison, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Joan Denison) 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 149 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,274 is reasonable (approximately the 2nd 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.