

# St Bonaventure Publications

Executive Director / CEO

EIN 510546990  
 MT · NTEE X83  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Joanie Carl, Executive Director / CEO** (\$86,000) against **every comparable organization** that fit the selection criteria — **998** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X83).
BUDGET	Total revenue between \$102,352 and \$229,147 — 0.67x to 1.50x the subject's \$152,765 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (X), nationwide + budget 0.67–1.5x revenue.

**998** organizations qualified on sector, size, and geography → **998** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,598	\$21,192	\$38,016	\$65,244	\$93,771	\$86,000
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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 MT 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="#">Blue Ocean Faith</a>	CA	\$152,755	Executive Director	\$124,669	<b>\$102,818</b>	2023
<a href="#">Victory Through Jesus Sports Ministries</a>	KS	\$152,689	President	\$63,156	<b>\$65,165</b>	2023
<a href="#">School Of Metaphysics</a>	MO	\$153,111	Director	\$2,400	<b>\$2,358</b>	2024
<a href="#">Apache Youth Ministries Inc</a>	AZ	\$152,287	Program Coordinator	\$43,390	<b>\$39,856</b>	2023
<a href="#">Iglesia De Dios Misionera Los</a>	TX	\$152,250	Pastor	\$29,820	<b>\$27,672</b>	2024
<a href="#">Jay Eberly Ministries Inc</a>	IA	\$151,928	Director	\$57,147	<b>\$58,048</b>	2024
<a href="#">St Benedicts Workshop</a>	TX	\$151,815	Director	\$36,000	<b>\$34,394</b>	2023
<a href="#">Camp Hunt Inc</a>	NY	\$151,663	Board Member	\$1,950	<b>\$1,635</b>	2024
<a href="#">The Healing Path Ministries Inc</a>	CA	\$153,921	President	\$109,200	<b>\$87,476</b>	2024
<a href="#">Ministerio Internacional Puert</a>	NJ	\$151,578	President	\$41,600	<b>\$35,475</b>	2023
<a href="#">Louder Than Words Ministries</a>	NC	\$153,970	Executive Director	\$32,400	<b>\$31,057</b>	2024
<a href="#">Chinese Christian Training</a>	CA	\$151,487	Gn Secretary	\$25,200	<b>\$20,783</b>	2023
<a href="#">Nexus Education Foundation Inc</a>	NJ	\$154,047	Trustee	\$22,100	<b>\$18,846</b>	2023
<a href="#">Christian Unity Press</a>	MI	\$154,227	Treasurer	\$68,000	<b>\$65,113</b>	2024
<a href="#">Indiana Association Of Christian Schools Inc</a>	IN	\$151,238	Executive Director	\$58,000	<b>\$55,279</b>	2025
<a href="#">Iglesia De Intercesion Encuentro Con Dios</a>	CA	\$154,427	Chief Executive Officer	\$19,740	<b>\$15,813</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Halle Project</a>	CA	\$154,429	President	\$54,000	<b>\$43,258</b>	2024
<a href="#">Sybarite Chamber Players Ltd</a>	NY	\$154,472	President/executive Direct	\$41,730	<b>\$34,982</b>	2024
<a href="#">Shade Tree Ministries</a>	SC	\$151,034	President	\$111,700	<b>\$108,105</b>	2024
<a href="#">One Accord Ministries</a>	CO	\$151,007	Office Manager	\$28,000	<b>\$25,643</b>	2023
<a href="#">Emmanuel Missionary Institute Inc</a>	MD	\$151,000	President	\$85,090	<b>\$73,799</b>	2024
<a href="#">The Harriette And Ted Perlman Family</a>	IL	\$154,571	Secretary	\$66,424	<b>\$62,370</b>	2023
<a href="#">Forrest Ministries Inc</a>	FL	\$154,730	Director	\$30,000	<b>\$26,145</b>	2024
<a href="#">Beverly Smith Ministries</a>	NC	\$150,746	President	\$7,940	<b>\$7,611</b>	2024
<a href="#">Jim Gilbert Ministries Inc</a>	FL	\$150,494	President	\$6,470	<b>\$5,805</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	998 organizations. Compensation range \$1–\$439,054; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$152,765); for reference, expenses \$151,012 and assets \$253,863.
ROLE MATCH	Joanie Carl, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 20 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	91 <sup>st</sup>
All sources (D + E + F), adjusted	84 <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**

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 (Joanie Carl) 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 998 similarly situated organizations (Same NTEE major group (X), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,000 is reasonable (approximately the 87<sup>th</sup> 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.