

St Joseph's House Ltd

Executive Director / CEO

EIN 522101042
 MD · NTEE P30
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Natalie Lahood, Executive Director / CEO** (\$53,917) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

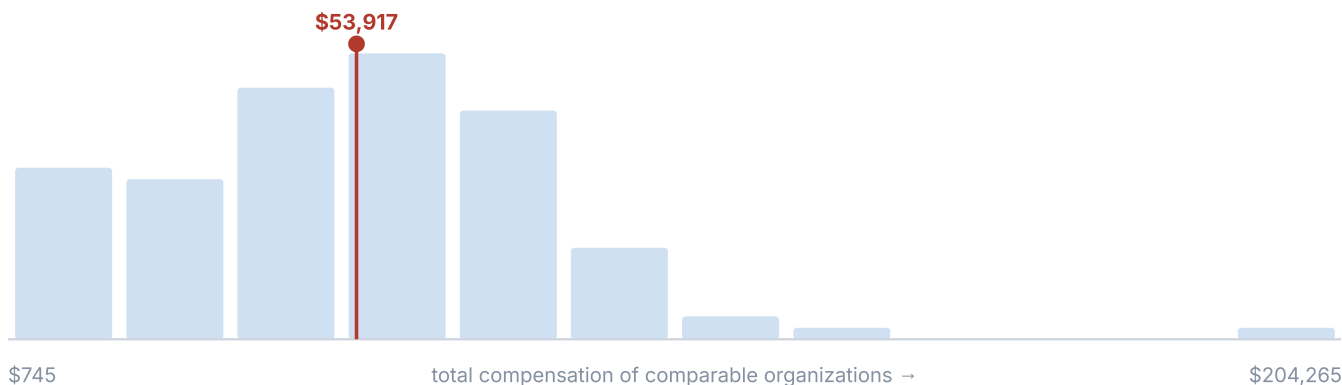
Benchmarked executive: Natalie Lahood — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

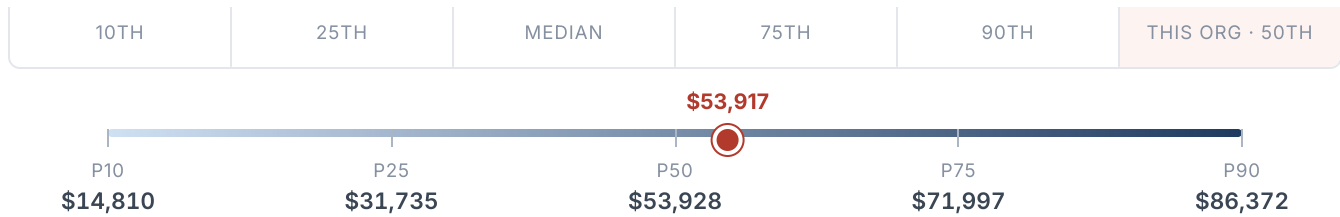
SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$124,904 and \$279,636 — 0.67x to 1.50x the subject's \$186,424 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

108 organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,810	\$31,735	\$53,928	\$71,997	\$86,372	\$53,917
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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 MD 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
The Bus Stop Club Inc	NY	\$187,923	Executive Director	\$43,352	\$41,902	2024
Life Skills San Diego	CA	\$188,341	Executive Director	\$34,500	\$31,865	2024
Operation North Pole Inc	IL	\$189,550	President & Ceo	\$37,390	\$39,318	2024
Newton County Family Connection	GA	\$189,783	Executive Di	\$58,000	\$64,221	2023
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$27,359	2023
House Of Hope Ministry Inc	MI	\$191,833	Co-executive Director	\$33,114	\$36,559	2024
Memories For Kids	NE	\$193,666	Executive Director	\$33,400	\$38,425	2024
Minnesota Special Hockey Assoc	MN	\$194,134	Program Coor	\$10,000	\$10,569	2024
Shelby County Casagal Program Inc	OH	\$194,565	Director	\$56,297	\$63,779	2024
Above The Clouds Inc	MA	\$196,306	Incoming Exec. Director	\$78,678	\$77,858	2023
Casa Of Mckean County	PA	\$196,709	Executive Director	\$54,384	\$58,010	2024
Turner 12	TX	\$197,803	Executive Dir.	\$91,000	\$100,242	2023
Tennessee Children's Home	TN	\$174,701	President	\$26,282	\$30,422	2023
134 Collaborative	RI	\$174,661	Executive Director	\$57,365	\$60,573	2023
St James Lutheran Child Care Minist	IN	\$200,528	Treasurer	\$5,703	\$6,622	2023
Grahamtastic Connection	ME	\$201,115	Executive Director	\$57,723	\$63,651	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Crown Heights Youth Collective Inc	NY	\$170,871	Chief Executive Officer	\$73,720	\$73,358	2023
Gates Of Freedom	WA	\$202,481	Secretary	\$10,000	\$9,859	2023
Brave Heart - Children In Need Inc	LA	\$202,660	Exec Director	\$24,000	\$28,267	2024
Sam Cac Inc	NC	\$169,969	President/director	\$81,500	\$90,074	2024
88 Bikes	WA	\$203,613	Exec Directo	\$16,239	\$15,150	2025
Casa Del Valle Inc	CO	\$204,734	Executive Director	\$7,500	\$7,494	2025
Riverways Pregnancy Resource Center	MO	\$204,953	Executive Director	\$44,615	\$50,544	2024
Mask Mothers Awareness On School Age Kids	AZ	\$205,709	President	\$85,723	\$88,182	2024
Silence Of Mary Home	PA	\$166,323	Executive Director-N/v	\$40,950	\$42,554	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	108 organizations. Compensation range \$745–\$204,265; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$186,424); for reference, expenses \$195,705 and assets \$443,893.
ROLE MATCH	Natalie Lahood, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	50 th
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	49 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 (Natalie Lahood) 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 108 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,917 is reasonable (approximately the 50th 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.