

# Lay Mission Helpers Association

Executive Director / CEO

EIN 522407129  
 CA · NTEE X22  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Damian Kabot, Executive Director / CEO** (\$90,697) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

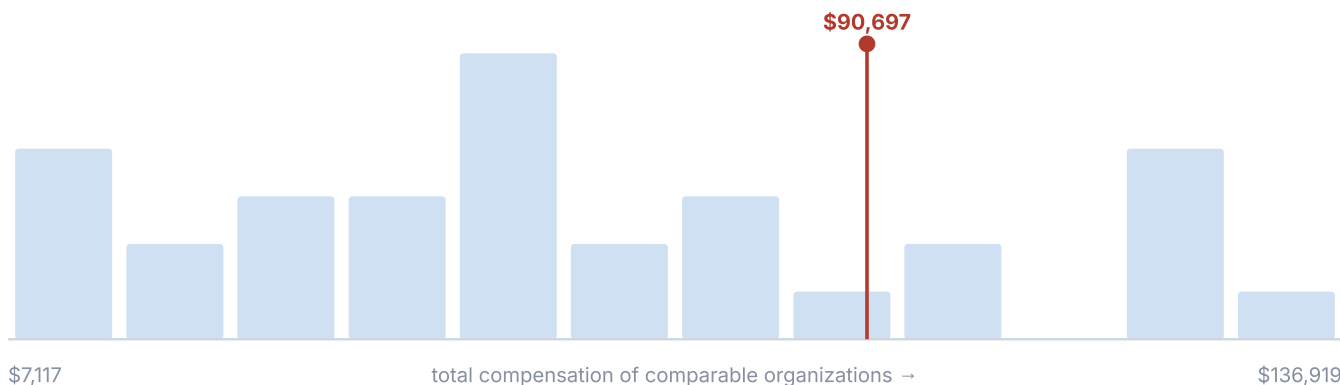
**Benchmarked executive:** Damian Kabot — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X22).
BUDGET	Total revenue between \$195,744 and \$438,234 — 0.67x to 1.50x the subject's \$292,156 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X22), nationwide + budget 0.67–1.5x revenue.

**31** organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,762	\$36,891	\$55,439	\$87,433	\$121,238	\$90,697
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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 CA 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="#">Carolina Catholic Athletic Association Inc</a>	NC	\$294,216	Program Manager	\$47,500	<b>\$55,208</b>	2024
<a href="#">Order Of St Michael</a>	NY	\$278,543	Pres	\$16,491	<b>\$16,762</b>	2024
<a href="#">Canticle Inc</a>	CA	\$270,391	Executive Dir.	\$64,616	<b>\$64,616</b>	2023
<a href="#">My Catholic Cause</a>	OH	\$269,562	President And Trustee	\$24,000	<b>\$28,593</b>	2024
<a href="#">Lamp Ministries</a>	NY	\$315,153	President	\$43,160	<b>\$42,739</b>	2025
<a href="#">Portuguese Holy Ghost Society Inc</a>	CT	\$268,021	Vice Preside	\$10,428	<b>\$10,998</b>	2024
<a href="#">Sqpn Inc Not Open For Public Insp</a>	GA	\$267,367	Ceo	\$109,350	<b>\$123,677</b>	2024
<a href="#">Saint Benedict's Chapel Inc</a>	TX	\$318,375	Executive Director	\$50,000	<b>\$56,261</b>	2024
<a href="#">Evangelium Institute Inc</a>	NE	\$323,336	Executive Director	\$97,335	<b>\$121,238</b>	2023
<a href="#">Catholic Education Opportunities</a>	KY	\$325,341	Executive Di	\$75,000	<b>\$93,315</b>	2023
<a href="#">In Ipso</a>	CO	\$252,899	President	\$105,000	<b>\$116,598</b>	2023
<a href="#">Visitation Auxiliary Inc</a>	AL	\$252,420	President	\$42,328	<b>\$52,957</b>	2023
<a href="#">St Philip Neri House Inc</a>	NY	\$333,171	President	\$54,542	<b>\$55,439</b>	2024
<a href="#">Pew Ministries Inc</a>	TN	\$248,610	President	\$115,800	<b>\$136,919</b>	2024
<a href="#">Shadow On The Water Inc</a>	IN	\$339,012	President	\$100,000	<b>\$122,126</b>	2023
<a href="#">Bethany House Of Prayer Inc</a>	MA	\$242,821	Executive Director	\$70,722	<b>\$73,598</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Sophia Religious Association</a>	PA	\$226,304	President	\$72,700	<b>\$81,550</b>	2024
<a href="#">Hope For The New Evangelization Inc</a>	MN	\$218,678	Treasurer	\$33,784	<b>\$37,550</b>	2024
<a href="#">Global Community Fellowship Inc</a>	NC	\$365,822	President / Executive Director	\$83,280	<b>\$96,794</b>	2024
<a href="#">Pace E Bene Inc</a>	OR	\$213,913	Executive Director	\$14,731	<b>\$15,388</b>	2024
<a href="#">Confraternity Of Penitents</a>	IN	\$204,576	Council Member	\$6,000	<b>\$7,117</b>	2024
<a href="#">Springs In The Desert</a>	PA	\$202,317	President/ Exec Director	\$32,300	<b>\$36,232</b>	2024
<a href="#">Women's Ordination Conference</a>	DC	\$200,479	Executive Di	\$74,750	<b>\$75,964</b>	2023
<a href="#">Theology Of The Body Cleveland</a>	OH	\$200,380	Executive Director	\$49,500	<b>\$58,974</b>	2024
<a href="#">Christ Central Camp</a>	TX	\$196,921	Director/employee	\$45,750	<b>\$51,477</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 31 organizations. Compensation range \$7,117–\$136,919; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$292,156); for reference, expenses \$512,705 and assets \$1,476,536. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Damian Kabot, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	77 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Damian Kabot) 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 31 similarly situated organizations (Same NTEE sector (X22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,697 is reasonable (approximately the 74<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.