

# St Joseph Missions Inc

Executive Director / CEO

EIN 811868232

IN · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Erin Ness, Executive Director / CEO** (\$69,513) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

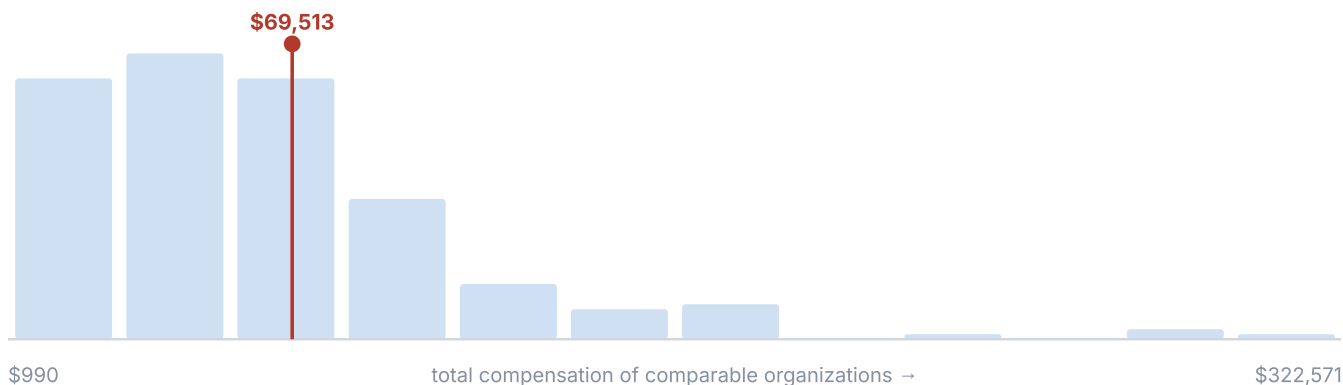
**Benchmarked executive:** Erin Ness — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$324,072 and \$725,536 — 0.67x to 1.50x the subject's \$483,691 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**217** organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,232	\$28,634	\$54,263	\$82,093	\$123,817	\$69,513
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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 IN 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="#">National Hospice Foundation Inc</a>	VA	\$483,563	Interim Ceo	\$56,930	<b>\$53,665</b>	2023
<a href="#">The Emma Alyson &amp; Kate Hance</a>	NY	\$484,071	Executive Director	\$48,532	<b>\$41,586</b>	2024
<a href="#">Social Justice Charitable Corporation</a>	AZ	\$485,271	Director And Secretary	\$24,000	<b>\$22,534</b>	2023
<a href="#">Cancer Services Network Inc</a>	TX	\$487,171	Executive Director	\$70,010	<b>\$66,409</b>	2024
<a href="#">Community Clinics At Memorial Regional</a>	CO	\$479,457	President	\$49,323	<b>\$44,848</b>	2024
<a href="#">International Cardioncology Society Of North America Inc</a>	FL	\$490,309	Executive Director	\$120,000	<b>\$110,056</b>	2023
<a href="#">Auguste Escoffier Educational Fund Inc</a>	IL	\$477,033	President	\$88,994	<b>\$85,416</b>	2023
<a href="#">Pregnancy Help Center Of Galveston Inc</a>	TX	\$491,348	Executive Director	\$71,966	<b>\$68,264</b>	2024
<a href="#">Partnership For Community Development Ltd</a>	NY	\$491,449	Director	\$39,548	<b>\$33,888</b>	2024
<a href="#">Jaws Youth Fund Inc</a>	NJ	\$491,670	Executive Director	\$128,175	<b>\$111,725</b>	2023
<a href="#">Ase Education And Research Foundation</a>	NC	\$475,571	Ceo	\$294,563	<b>\$288,615</b>	2024
<a href="#">Precious Dreams Foundation</a>	NY	\$474,568	Executive Director	\$89,077	<b>\$78,583</b>	2023
<a href="#">Girls On The Run Hudson Valley Inc</a>	NY	\$473,595	Executive Di	\$88,025	<b>\$75,427</b>	2024
<a href="#">Foundation For Women</a>	CA	\$469,531	Board Trustee	\$18,006	<b>\$14,744</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Livity Foundation Inc</a>	SC	\$469,434	Executive Director	\$63,326	<b>\$62,647</b>	2024
<a href="#">Steam Onward Incorporated</a>	MD	\$469,128	Seed Farming Education Director	\$12,466	<b>\$11,052</b>	2024
<a href="#">Give A Note Foundation Inc</a>	IN	\$501,177	Coo, Board Secretary	\$10,140	<b>\$10,140</b>	2024
<a href="#">Lifelink International Inc</a>	AL	\$466,080	President	\$130,300	<b>\$133,485</b>	2024
<a href="#">Simon Family Foundation</a>	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	<b>\$41,703</b>	2023
<a href="#">Impact Austin Foundation</a>	TX	\$465,504	Executive Director	\$140,207	<b>\$132,995</b>	2024
<a href="#">Crg Foundation Inc</a>	CA	\$463,386	Director	\$28,362	<b>\$23,224</b>	2024
<a href="#">Rcm Community Fund</a>	WI	\$463,015	Secretary	\$21,475	<b>\$20,719</b>	2025
<a href="#">Westview Foundation</a>	SC	\$462,388	President	\$30,550	<b>\$30,222</b>	2024
<a href="#">Minnesota Credit Union Foundation</a>	MN	\$462,196	President	\$19,637	<b>\$18,943</b>	2023
<a href="#">118 East 111th Street Corporation</a>	NY	\$460,434	Ceo	\$18,651	<b>\$16,454</b>	2023

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

## ● Sample, role match & sensitivity

**PEER COUNT** 217 organizations. Compensation range \$990–\$322,571; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$483,691); for reference, expenses \$478,821 and assets \$680,246.

ROLE MATCH	Erin Ness, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	45 <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 (Erin Ness) 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 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,513 is reasonable (approximately the 62<sup>nd</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.