

Duluth Harbor Rescue Mission Inc

Executive Director / CEO

EIN 811924799

MN · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Veronica Ciurleo, Executive Director / CEO** (\$48,441) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Veronica Ciurleo — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

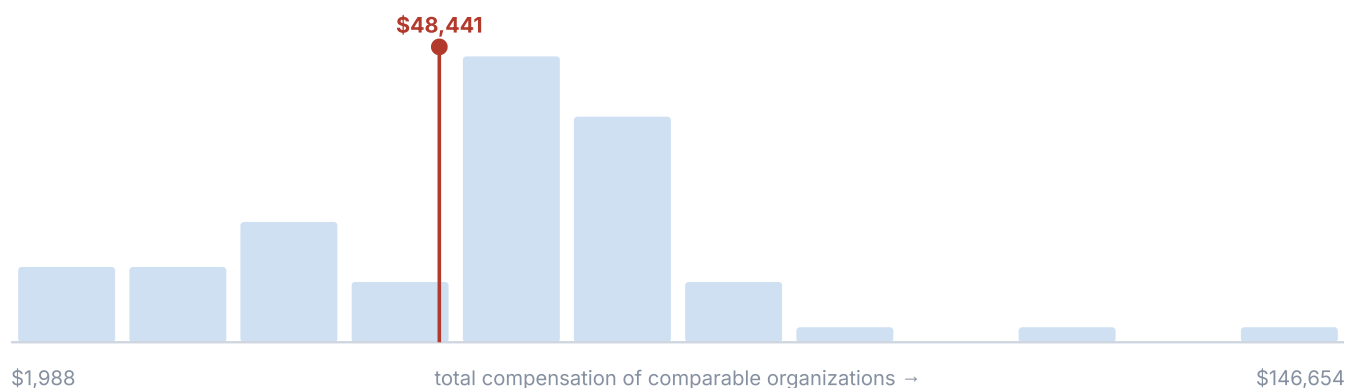
SECTOR Organizations sharing the subject's NTEE classification (L41).

BUDGET Total revenue between \$153,880 and \$344,508 — 0.67x to 1.50x the subject's \$229,672 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,815

\$35,477

\$56,470

\$65,615

\$74,761

\$48,441



● 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 MN 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
Family Promise Of Butler County Inc	OH	\$225,193	Interim Executive Director	\$28,846	\$30,920	2024
My Sisters Keeper Incorporated	KY	\$224,456	Executive Director Non Voting	\$50,000	\$54,365	2024
Ashland Church Community Emergency	OH	\$237,807	Executive Di	\$49,920	\$55,089	2023
Sitka Homeless Coalition	AK	\$239,078	Executive Di	\$66,561	\$64,401	2024
Gospel Homes For Women	CO	\$241,398	Treasurer	\$25,000	\$24,260	2024
Mattoon Area Pads Community	IL	\$241,802	Exec Dir	\$74,287	\$73,911	2024
Bethel House Of Whitewater Inc	WI	\$245,566	Director Of Case Management	\$48,750	\$51,525	2024
Murfreesboro Cold Patrol Inc	TN	\$247,120	Executive Director	\$42,039	\$46,042	2023
Visitation House Ministriesinc	TX	\$247,127	Executive Dir.	\$87,612	\$91,314	2023
Brothers Keeper Inc	IN	\$249,691	Facility Manager	\$48,508	\$51,770	2024
House Of Mercy Enterprises Llc	TX	\$206,910	Director	\$18,000	\$18,222	2024
Tims Clube	IA	\$252,434	Administrator	\$5,967	\$6,612	2024
Steadfast Standing Firm Against	MD	\$206,889	Executive Di	\$56,035	\$53,018	2024
Family Promise Of Lewis Clark Valley Inc	ID	\$206,175	Executive Dir.	\$58,000	\$62,442	2024
Hope House Of McAlester Inc	OK	\$256,012	Executive Dir.	\$32,337	\$37,100	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Westfield Mass Committee For The Homeless Inc	MA	\$256,368	Executive Director	\$65,730	\$61,542	2023
E S T H E R Homes Inc	MN	\$202,775	Executive Director	\$84,480	\$84,480	2024
The Shelter Inc	IN	\$202,582	Executive Director	\$1,810	\$1,988	2023
Emergency Housing And Advocacy	NJ	\$201,876	Executive Di	\$68,000	\$61,444	2024
Collective Chicago	IL	\$257,496	President	\$65,769	\$65,436	2024
Free From Hardship La Inc	CA	\$201,115	Executive Director	\$5,197	\$4,676	2023
Family Promise Of Grayson County	TX	\$260,437	Executive Di	\$57,780	\$58,493	2024
Geauga Faith Rescue Mission Inc	OH	\$261,428	Executive Director	\$55,250	\$59,222	2024
Warriors Once Again	SC	\$194,138	Executive Di	\$17,040	\$17,991	2024
Covenant International Foundation	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	\$35,126	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 63 organizations. Compensation range \$1,988–\$146,654; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$229,672); for reference, expenses \$246,004 and assets \$66,029.

ROLE MATCH Veronica Ciurleo, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	33 rd
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	27 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 (Veronica Ciurleo) 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 63 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,441 is reasonable (approximately the 33rd 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.