

Idaho Episcopal Foundation Inc

Executive Director / CEO

EIN 820390297

ID · NTEE X21

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Janet Hasson, Executive Director / CEO** (\$28,000) against **every comparable organization** that fit the selection criteria — **303** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Janet Hasson — 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 (X21).

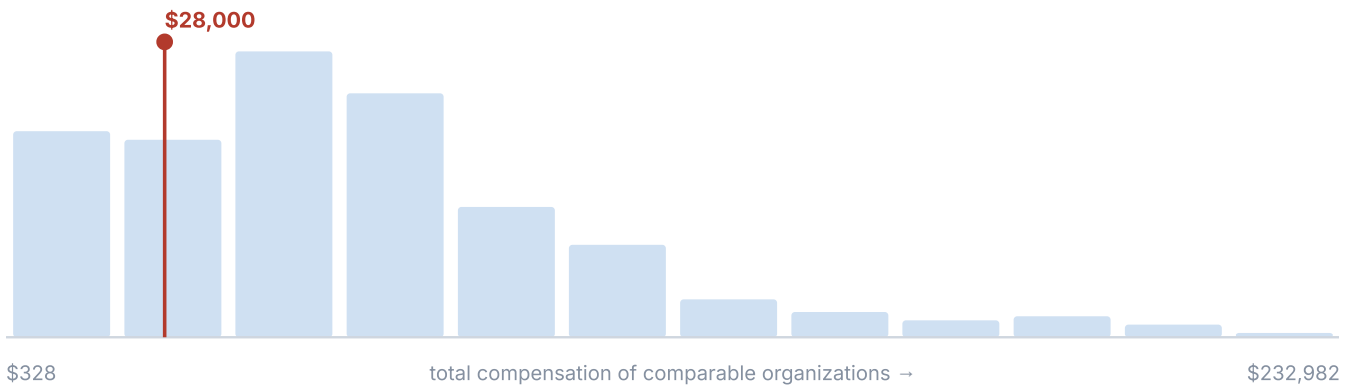
BUDGET Total revenue between \$257,566 and \$576,640 — 0.67x to 1.50x the subject's \$384,427 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X21), nationwide + budget 0.67–1.5x revenue.

303 organizations qualified on sector, size, and geography

→ **303** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,427	\$29,511	\$56,547	\$80,023	\$113,295	\$28,000
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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 ID 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
Gracethrufaithcom Inc	UT	\$384,336	President	\$18,000	\$16,821	2024
Bible Believers Tabernacle Inc	NY	\$383,986	General Overseer	\$24,500	\$20,811	2023
Kingdom Ministries	CA	\$381,208	President	\$111,004	\$87,519	2024
The Christian Performing Artists'	SC	\$388,938	Executive Di	\$16,500	\$15,717	2024
Ministerio El Dios Viviente Inc	NY	\$389,062	Pastor	\$23,000	\$18,977	2024
Interhope Inc	FL	\$391,245	Executive Director	\$33,000	\$28,306	2024
Mission Barnabas International	TX	\$391,748	Pres/ceo/director	\$72,120	\$65,871	2024
Icon Ministries Inc	IL	\$376,734	Executive Director	\$46,464	\$42,940	2023
Apt Ministries	TX	\$375,895	President	\$67,738	\$63,696	2023
House Of Refuge Inc	TN	\$375,509	Director	\$49,231	\$47,250	2024
Aleksandr Shevchenko	CA	\$394,191	Ceo	\$39,000	\$29,957	2025
Journey Ministries	MI	\$394,900	Pastor	\$61,765	\$58,210	2024
Metanoia Missions International	VA	\$371,915	Treasurer/ A	\$55,000	\$49,921	2023
One Lord One Faith One Baptism Christian Church Inc	CA	\$397,251	Ceo/pastor	\$154,986	\$122,196	2024
Relearn	AZ	\$371,384	Ceo	\$82,000	\$74,133	2023
Stillpoint The Center For Christian	CA	\$397,476	Executive Dir.	\$68,543	\$54,042	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vision Productions Inc	TN	\$398,416	President	\$42,662	\$40,945	2024
Northeast Taiwan Christian Association Inc	GA	\$370,256	Director Chairman Contractor	\$42,000	\$38,559	2024
Grace Ministries International Inc	GA	\$398,621	Executive Dir.	\$44,510	\$40,863	2024
Bob Russell Ministries Inc	KY	\$398,951	President	\$18,000	\$17,658	2024
Centro Biblico Casa De Restauracion Inc	NY	\$399,111	President	\$18,480	\$15,247	2024
Temple Of Praise Seventh-day Church Fellowship	WA	\$368,851	Senior Pastor	\$79,200	\$66,656	2023
Innerlight Ministries Inc	IN	\$400,123	Director	\$6,600	\$6,543	2023
John Ed Mathison Leadership	AL	\$368,477	Exec Directo	\$215,139	\$212,218	2024
Silkroad Mission	CA	\$400,789	President	\$13,020	\$10,569	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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 303 organizations. Compensation range \$328–\$232,982; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$384,427); for reference, expenses \$146,800 and assets \$6,688,279. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Janet Hasson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 nd

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 (Janet Hasson) 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 10, 2026, comparing compensation against 303 similarly situated organizations (Same NTEE sector (X21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,000 is reasonable (approximately the 23rd 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 10, 2026.