

Modern Catholic Pilgrim

Executive Director / CEO

EIN 833315547

CA · NTEE X22

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Will Peterson, Executive Director / CEO** (\$62,897) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Will Peterson — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X22).

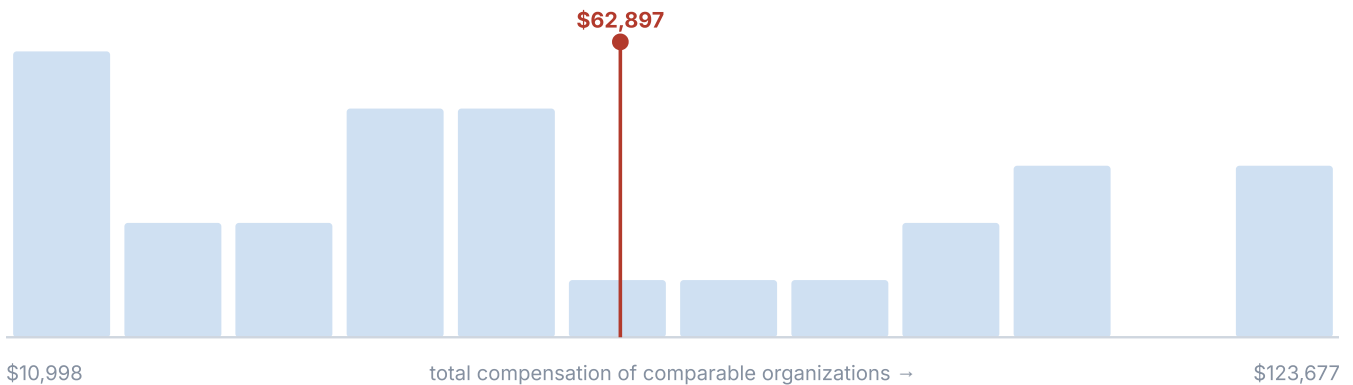
BUDGET Total revenue between \$264,333 and \$591,790 — 0.67x to 1.50x the subject's \$394,527 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X22), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,217

\$33,985

\$52,065

\$91,352

\$107,610

\$62,897



● 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
Veritas Catholic Information Center	SC	\$393,038	Executive Director Thru 6/2024	\$30,492	\$35,782	2024
Keep The Faith Inc	NJ	\$387,665	President	\$50,000	\$48,922	2025
Souls Of The Christian Apostolate	CO	\$405,786	President	\$90,000	\$97,074	2024
The Thomas Merton Institute For Catholic Life Inc	NY	\$408,326	Ceo	\$40,282	\$40,944	2024
Catholic Mission Trips Inc	TX	\$411,542	Executive Director	\$20,959	\$23,583	2024
Global Community Fellowship Inc	NC	\$365,822	President / Executive Director	\$83,280	\$96,794	2024
Sisters Of Our Lady Of Perpetual Help	CA	\$443,296	Ceo	\$15,600	\$14,762	2025
The Society Of The Missionaries Of	CT	\$446,068	Prov. Animator	\$33,996	\$36,914	2023
Shadow On The Water Inc	IN	\$339,012	President	\$100,000	\$122,126	2023
St Philip Neri House Inc	NY	\$333,171	President	\$54,542	\$55,439	2024
Daughters Of Isabella Inc	CT	\$458,159	Intl Regent	\$15,000	\$15,412	2025
Theology Of The Body Evangelization Team	TX	\$458,493	President	\$71,831	\$80,824	2024
Catholic Education Opportunities	KY	\$325,341	Executive Di	\$75,000	\$93,315	2023
Evangelium Institute Inc	NE	\$323,336	Executive Director	\$97,335	\$121,238	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saint Benedict's Chapel Inc	TX	\$318,375	Executive Director	\$50,000	\$56,261	2024
Lamp Ministries	NY	\$315,153	President	\$43,160	\$42,739	2025
Floriani	AZ	\$482,057	Directorperformer	\$91,375	\$101,769	2023
Carolina Catholic Athletic Association Inc	NC	\$294,216	Program Manager	\$47,500	\$55,208	2024
Lay Mission Helpers Association	CA	\$292,156	Executive Dir.	\$90,697	\$90,697	2023
Order Of St Michael	NY	\$278,543	Pres	\$16,491	\$16,762	2024
The Reason For Our Hope Foundation	PA	\$511,809	Executive Director	\$67,253	\$75,441	2024
The Planning Office Of Urban Affairs	MA	\$513,487	Treasurer/secretary	\$41,329	\$43,010	2023
Canticle Inc	CA	\$270,391	Executive Dir.	\$64,616	\$64,616	2023
My Catholic Cause	OH	\$269,562	President And Trustee	\$24,000	\$28,593	2024
Portuguese Holy Ghost Society Inc	CT	\$268,021	Vice Preside	\$10,428	\$10,998	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.

■ Sample, role match & sensitivity

PEER COUNT **28** organizations. Compensation range \$10,998–\$123,677; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$394,527); for reference, expenses \$331,703 and assets \$168,389.
ROLE MATCH	Will Peterson, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	61 st
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	54 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 (Will Peterson) 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 28 similarly situated organizations (Same NTEE sector (X22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,897 is reasonable (approximately the 61st 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.