

# City On A Hill Young Adult Apostolate

Executive Director / CEO

EIN 863297003

MO · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary C Suprenant, Executive Director / CEO** (\$70,518) against **every comparable organization** that fit the selection criteria — **255** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

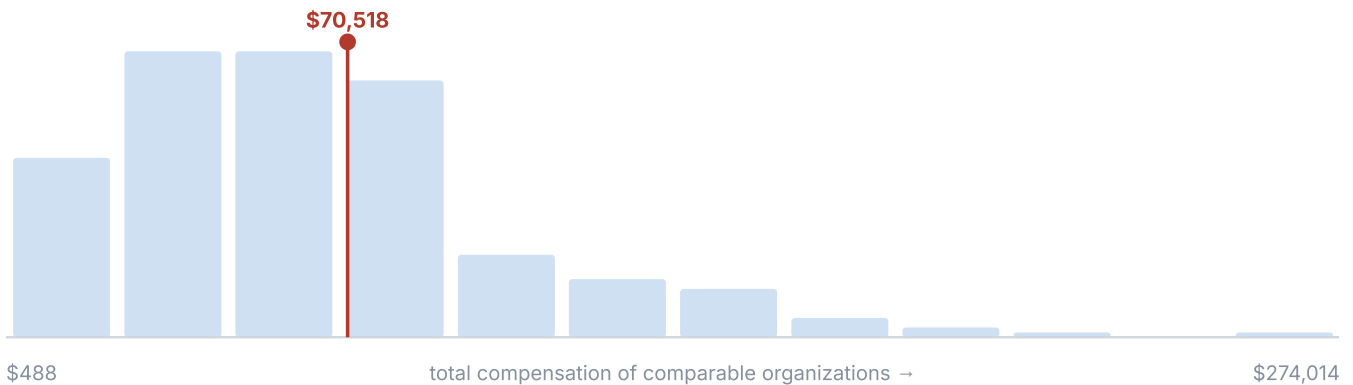
**Benchmarked executive:** Mary C Suprenant — reported title “Executive Director (January - October)”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X99).
BUDGET	Total revenue between \$294,206 and \$658,671 — 0.67x to 1.50x the subject's \$439,114 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**255** organizations qualified on sector, size, and geography → **255** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,796	\$33,101	\$61,291	\$82,032	\$122,119	<b>\$70,518</b>
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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 MO 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="#">The Lot Project</a>	SC	\$438,885	Executive D	\$45,250	<b>\$44,570</b>	2024
<a href="#">Lot318</a>	CA	\$438,059	Ceo	\$32,987	<b>\$26,893</b>	2024
<a href="#">The Earth Center Of Maanu Inc</a>	IL	\$437,973	It Director	\$11,250	<b>\$10,751</b>	2023
<a href="#">True North Ministries Inc</a>	OK	\$437,611	Executive Dir.	\$65,417	<b>\$68,010</b>	2024
<a href="#">Pch Ministries Inc</a>	IL	\$441,209	Ceo	\$117,391	<b>\$108,964</b>	2024
<a href="#">Allegheny Wesleyan Methodist</a>	OH	\$437,014	President	\$14,740	<b>\$14,740</b>	2024
<a href="#">Agape Freedom Fighters</a>	TN	\$442,694	President	\$102,080	<b>\$98,696</b>	2025
<a href="#">Care Net Womens Resource Center Of</a>	CA	\$433,199	Executive Dir.	\$57,292	<b>\$46,709</b>	2024
<a href="#">Blazing Hope Ranch</a>	TN	\$445,429	Board Member; Executive Director	\$17,500	<b>\$16,920</b>	2025
<a href="#">Systematic Asian Leadership Trainin</a>	NC	\$432,786	Ceo	\$69,654	<b>\$69,958</b>	2023
<a href="#">White Dove Ministries Inc</a>	AL	\$431,219	Minister	\$147,130	<b>\$154,506</b>	2023
<a href="#">Symbiz</a>	OH	\$430,719	Executive Di	\$38,190	<b>\$38,190</b>	2024
<a href="#">Basic Training Bible Ministries</a>	AR	\$430,040	President &	\$42,000	<b>\$44,573</b>	2024
<a href="#">Wonders Of The Creator Inc</a>	FL	\$448,282	President	\$106,154	<b>\$94,154</b>	2024
<a href="#">Bcr Ministries Inc</a>	GA	\$429,688	Executive Director	\$50,000	<b>\$48,869</b>	2023
<a href="#">Hope In Jesus Ministries</a>	RI	\$448,854	Director	\$77,400	<b>\$68,266</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cways Home</a>	OR	\$449,235	Director	\$151,437	<b>\$132,779</b>	2024
<a href="#">Tennessee Fair Housing Council</a>	TN	\$428,571	Ex Officio	\$74,886	<b>\$74,319</b>	2024
<a href="#">David Akin Ministry Inc</a>	GA	\$428,487	President	\$83,361	<b>\$81,474</b>	2023
<a href="#">Lampstand Ministries Inc</a>	IL	\$427,556	Executive Di	\$148,786	<b>\$142,184</b>	2023
<a href="#">Clubhouse Ministries Inc</a>	TN	\$450,921	Secretary	\$44,999	<b>\$44,658</b>	2024
<a href="#">Seek Partners International Inc</a>	TX	\$425,019	President/ceo	\$69,000	<b>\$67,091</b>	2023
<a href="#">Mobilize The Church</a>	TX	\$424,863	Ceo	\$124,241	<b>\$117,339</b>	2024
<a href="#">Earth &amp; Soul</a>	CO	\$424,313	President	\$95,000	<b>\$86,006</b>	2024
<a href="#">Avatar Meher Baba Heartland Ce</a>	OK	\$454,591	Montgomery	\$18,000	<b>\$19,267</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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	255 organizations. Compensation range \$488–\$274,014; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$439,114); for reference, expenses \$575,032 and assets \$149,993.
ROLE MATCH	Mary C Suprenant, reported title " <i>Executive Director (January - October)</i> ", 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** 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	60 <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 (Mary C Suprenant) 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 255 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,518 is reasonable (approximately the 63<sup>rd</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.