

Trinity Empowerment Consortium Inc

Executive Director / CEO

EIN 043606759

FL · NTEE P33

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Stephanye Johnson, Executive Director / CEO** (\$41,707) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

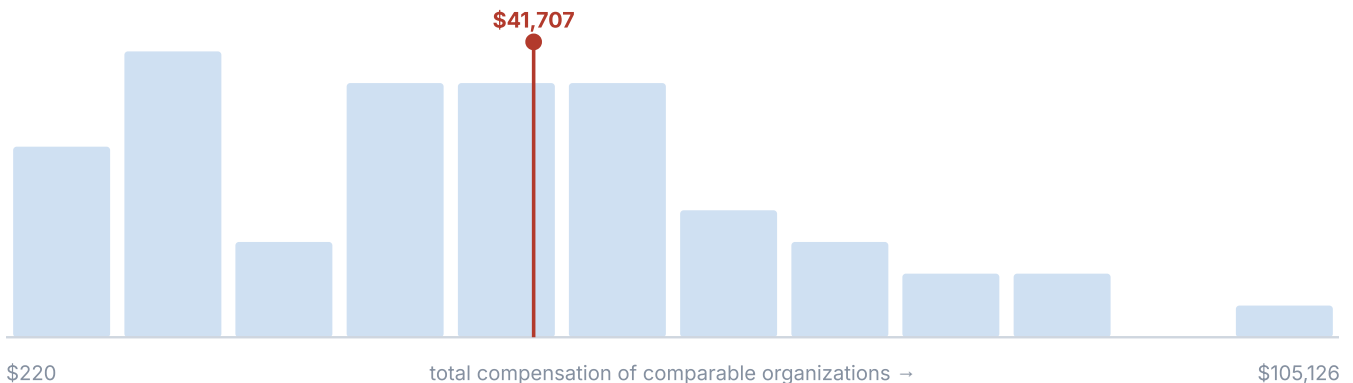
Benchmarked executive: Stephanye Johnson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

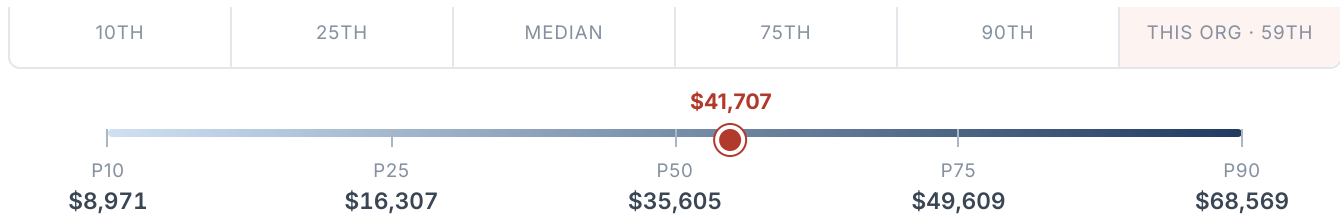
SECTOR	Organizations sharing the subject's NTEE classification (P33).
BUDGET	Total revenue between \$94,336 and \$211,200 — 0.67x to 1.50x the subject's \$140,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P33), nationwide + budget 0.67–1.5x revenue.

54 organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,971	\$16,307	\$35,605	\$49,609	\$68,569	\$41,707
---------	----------	----------	----------	----------	----------



● 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 FL 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
Human Resource Center Inc	CO	\$140,668	Executive Director	\$49,828	\$49,549	2025
Belknap Child Development Center	MI	\$146,708	Treasurer	\$55,994	\$61,522	2024
Nursery Rhyme Inc	LA	\$148,508	President	\$59,440	\$69,672	2024
Epcecf Day Care Center Inc	NY	\$151,111	Executive Director	\$28,488	\$28,211	2023
Fueling Embers Youth Ministry	MO	\$128,445	President	\$35,120	\$39,596	2024
Dover Educational & Community Center Inc	DE	\$125,155	Office Manager And Head Teacher	\$9,320	\$10,001	2023
Penns Grove-carneys Point Sacc Inc	NJ	\$157,778	Director	\$9,675	\$8,959	2025
Sterrs Day Care Center Inc	AL	\$159,181	Director	\$20,308	\$23,354	2024
Potter-dix Early Learning Facility	NE	\$121,947	Executive Director	\$30,000	\$35,362	2023
Knowledge Is Power Foundation	CA	\$159,673	President	\$39,000	\$35,848	2024
Jonesboro Day Care Center Inc	NC	\$159,900	Director	\$46,316	\$49,629	2025
Downtown Childcare Center	NM	\$160,314	Director	\$40,080	\$45,888	2024
Missoula Parent Co-op Inc	MT	\$160,661	Director	\$12,644	\$14,134	2025
Children's Discovery Academy Inc	MI	\$115,910	Director & S	\$15,857	\$17,937	2023
Linked Together Inc	NH	\$165,914	Executive Director	\$106,954	\$105,126	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pateros Treehouse Early Education	WA	\$167,603	Executive Director	\$27,000	\$26,493	2023
Platte County Day Care Center	WY	\$169,116	Executive Director	\$43,753	\$48,587	2025
First Gethsemane Center For Family Development Inc	KY	\$172,706	Board Member	\$7,643	\$8,999	2023
Dree's Plahouse Christian Academy Inc	IN	\$172,755	Executive Director	\$1,500	\$1,733	2023
Yolandas World Of Learning Center Inc	LA	\$173,066	President	\$4,506	\$5,282	2024
Little Blossom Learning Center	SD	\$174,767	Executive Di	\$14,615	\$17,170	2024
Through Our Eyes	PA	\$106,579	President	\$30,000	\$31,846	2024
Blessed Beginnings Inc	CA	\$105,252	President	\$825	\$780	2023
Friendship Christian Learning Center Inc	OH	\$176,823	Administrator	\$33,280	\$38,630	2023
Rise Up 4 Christ Inc	GA	\$182,460	Executive Director	\$13,800	\$14,389	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 54 organizations. Compensation range \$220–\$105,126; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$140,800); for reference, expenses \$172,998 and assets \$260,368.

ROLE MATCH	Stephanye Johnson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	59 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	78 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 (Stephanye Johnson) 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 54 similarly situated organizations (Same NTEE sector (P33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,707 is reasonable (approximately the 59th 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.