

True Community Development Corporation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Janice Mckinnie, Executive Director / CEO** (\$33,150) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

Benchmarked executive: Janice Mckinnie — 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 (P20).

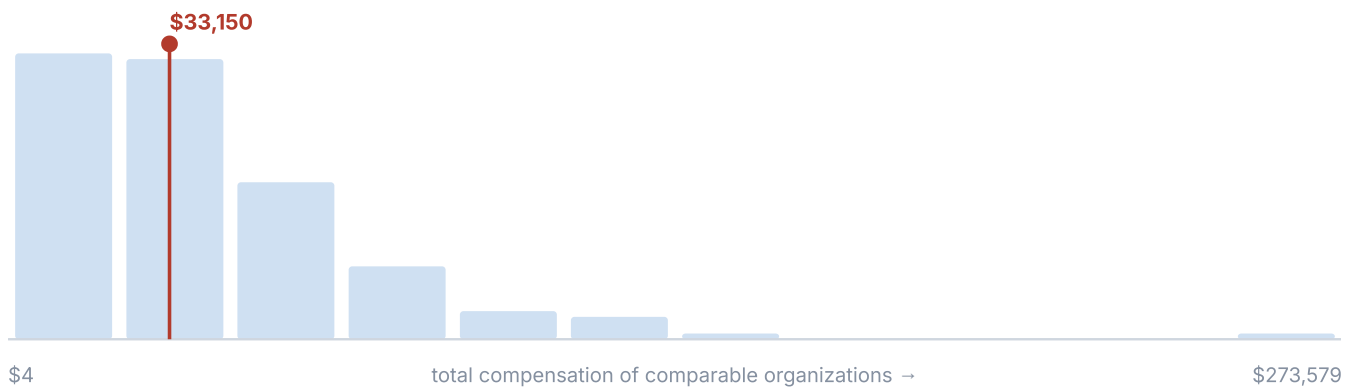
BUDGET Total revenue between \$58,054 and \$129,972 — 0.67x to 1.50x the subject's \$86,648 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography

→ **153** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,593	\$17,105	\$32,323	\$57,929	\$77,377	\$33,150
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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 NY 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
Winchester-frederick-clark Faith	VA	\$86,677	Executive Di	\$32,656	\$34,894	2023
Assist - Flathead Valley	MT	\$86,611	System Ceo	\$37,517	\$44,754	2023
Black Child Development Institute Colorado	CO	\$86,471	Affiliate President	\$31,582	\$33,513	2023
Juan Diez Rancheros	IA	\$86,839	Pres/exec Dir	\$47,537	\$55,948	2024
Selflessservice Inc	PA	\$87,194	Executive Di	\$28,800	\$31,783	2023
Flickinger Learning Center	IA	\$85,672	Executive Director	\$54,942	\$62,997	2025
Believe Community Services Inc	FL	\$85,360	Executive Director	\$325	\$338	2023
Village Resources Incorporated	NJ	\$85,329	Executive Director/ceo	\$24,500	\$24,208	2023
Breaking Ground Inc	IL	\$85,306	Executive Director	\$5,385	\$5,691	2024
Hope For Grieving Families	VA	\$88,080	Executive Director	\$47,917	\$49,731	2024
Honor Bound Foundation Inc	CT	\$88,313	President	\$74,983	\$75,571	2024
Manna Cafe Ci	VA	\$88,530	President	\$29,548	\$30,667	2024
Heart Of Unlimited Boundaries	OH	\$84,571	Executive Di	\$39,788	\$46,636	2023
Hwc Foundation Inc	OK	\$83,936	Ceo	\$18,950	\$22,429	2024
Metro Baptist Center Incorporated	IN	\$83,770	Executive Director/ceo	\$49,638	\$57,929	2023
Lincoln Road Llc	ID	\$89,749	Chief Executive Officer	\$6,686	\$7,645	2024
Bishop Joseph Ministries Inter	SD	\$89,921	President	\$42,000	\$51,296	2023
Victory Christian Ministries Of	FL	\$82,839	President	\$127,217	\$132,257	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shields For Kids Inc	TX	\$82,833	Employee	\$15,403	\$16,562	2024
Skyway Housing Foundation Inc	FL	\$82,745	Executive Director	\$150,000	\$151,469	2024
Rainbow Farms Inc	MS	\$90,937	President	\$27,000	\$32,323	2024
Patch Our Planet Inc	FL	\$82,203	Executive Di	\$71,624	\$72,325	2024
Adams Quest	PA	\$81,977	Director	\$52,631	\$56,417	2024
Love Inc Of Eagle River	AK	\$91,503	Executive Di	\$6,965	\$7,369	2023
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$94,616	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	153 organizations. Compensation range \$4–\$273,579; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$86,648); for reference, expenses \$111,981 and assets \$511,349.
ROLE MATCH	Janice Mckinnie, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	52 nd
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	44 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 (Janice Mckinnie) 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 153 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,150 is reasonable (approximately the 52nd 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.