

Trinity Restoration Inc

Executive Director / CEO

EIN 050502019

RI · NTEE P28

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richardson Ogidan, Executive Director / CEO** (\$16,620) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

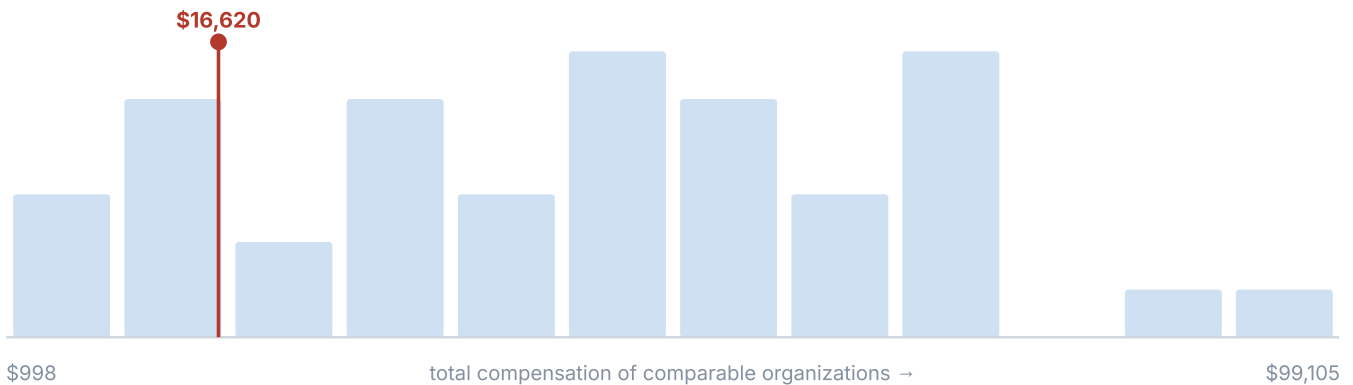
Benchmarked executive: Richardson Ogidan — reported title “Executive director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28).
BUDGET	Total revenue between \$146,117 and \$327,129 — 0.67x to 1.50x the subject's \$218,086 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

40 organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,362	\$26,407	\$46,825	\$60,290	\$71,678	\$16,620
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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 RI 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
The Highland Center	VA	\$212,829	Executive Director	\$66,968	\$69,425	2023
Love In The Name Of Christ Of Clackamas County Oregon	OR	\$225,056	Executive Director	\$75,000	\$72,636	2024
Cherokee County Family Resource Ctr	AL	\$226,294	Administrator	\$49,380	\$55,635	2024
Borrego Springs Community Resource	CA	\$208,120	Treasurer	\$1,546	\$1,356	2025
Crested Butte Film Festival	CO	\$236,685	Executive Directo	\$48,333	\$49,761	2023
Masaryktown Community Center Inc	FL	\$236,862	Secretary	\$20,768	\$20,947	2023
Christlife Inc	NY	\$236,935	President	\$7,800	\$7,351	2024
Macon County Heritage Center	NC	\$237,870	Executive Director	\$49,038	\$52,842	2024
Castaways Thrift Co	NC	\$238,574	Executive Director - Store Manager	\$34,824	\$36,558	2025
Monroe Street Neighborhood Center	OH	\$240,704	Interim Executive Director (June-october)	\$27,325	\$30,183	2024
Mayville Open Door Inc	WI	\$248,275	President	\$44,080	\$48,010	2024
North Spencer Community Action	IN	\$187,118	Manager	\$48,860	\$53,735	2024
Redeemer Center For Life Inc	MN	\$185,002	Cfo	\$11,250	\$11,593	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Newton Highlands Community Development	MA	\$251,705	Executive Dir.	\$88,833	\$83,250	2024
People's City Mission Foundation	NE	\$252,673	Ceo-pcm	\$11,107	\$12,459	2024
Life Challenge Of Michigan Inc	MI	\$181,043	Executive Director	\$9,000	\$9,688	2024
Goodwill Industries Of Central Florida	FL	\$255,893	President & Ceo	\$12,882	\$12,993	2023
21st Century Village Community Learning Center	NC	\$256,520	Executive Director	\$57,180	\$61,616	2024
Greater Ideal Family Life Center	TX	\$259,790	Executive Dir.	\$95,000	\$99,105	2024
Peer Recovery Connection Inc	VA	\$174,081	Executive Director	\$45,325	\$45,640	2024
Western Montana Gay And Lesbian	MT	\$172,396	Executive Director	\$41,503	\$48,035	2023
Cmak Sandy Hook	CT	\$266,012	Executive Director	\$75,131	\$71,571	2025
West Side Bazaar Inc	NY	\$268,653	Executive Director	\$11,075	\$10,437	2024
Creekside Place Inc	WI	\$270,303	Executive Director	\$29,025	\$31,613	2024
Samaritan Neighborhood Center	CA	\$270,898	Executive Director And Ceo	\$73,687	\$66,358	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	40 organizations. Compensation range \$998–\$99,105; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$218,086); for reference, expenses \$260,015 and assets \$1,261,052.
ROLE MATCH	Richardson Ogidan, reported title " <i>Executive director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	20 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	13 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 (Richardson Ogidan) 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 40 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,620 is reasonable (approximately the 20th 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.