

Tri-county Community Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dr Edward Moore, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

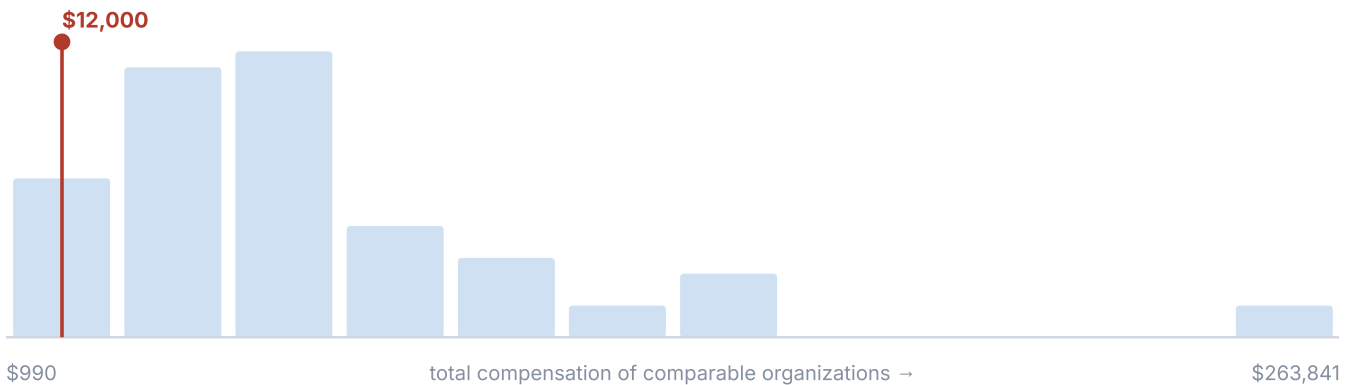
Benchmarked executive: Dr Edward Moore — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$315,284 and \$705,861 — 0.67x to 1.50x the subject's \$470,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,381	\$29,019	\$51,984	\$79,363	\$122,047	\$12,000
----------	----------	----------	----------	-----------	----------



■ 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 SC 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
Love Thy Neighbor Too	GA	\$472,272	Treasurer/director	\$266,693	\$263,841	2024
Greater Polson Community Foundation Inc	MT	\$465,365	Admin Assistant	\$43,594	\$46,235	2024
Austin Area Foundation	MN	\$459,905	Executive Dir.	\$51,935	\$51,984	2023
Greater Cedarburg Foundation Inc	WI	\$454,322	Assistant Secretary	\$57,748	\$61,093	2023
Optima Giving Foundation	GA	\$450,748	Trustee	\$46,456	\$45,959	2024
Elder Care Community For Home Care Service	NY	\$490,540	Ceo	\$60,000	\$53,346	2024
The Ben Hogan Foundation	TX	\$438,538	Executive Director	\$123,101	\$121,158	2024
Hero's Cup Hockey Inc	MA	\$437,840	President (Through 10/2023)	\$13,333	\$12,137	2023
Rio Grande Valley Philanthropic	TX	\$437,822	Ceo	\$96,000	\$94,485	2024
Mccamish Legacy Foundation	GA	\$504,399	Trustee	\$47,559	\$48,440	2023
Mountain Gateway Community	VA	\$433,611	Executive Director	\$28,212	\$27,593	2023
Chicago Dental Society Foundation	IL	\$433,562	Executive Di	\$148,185	\$147,574	2023
Elkin Academic Enrichment	NC	\$433,077	Executive Di	\$10,331	\$10,503	2024
Turning Points For Children Charitable	PA	\$432,889	Treasurer	\$11,487	\$11,604	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Edgar County Community	IL	\$430,797	Dev Mgr	\$30,000	\$29,019	2024
Community Health Alliance	MT	\$428,500	Executive Dir.	\$50,084	\$53,119	2024
Diana Gregory Outreach Services	AZ	\$427,340	Ceo	\$55,142	\$52,178	2024
Los Alamos Community Foundation	NM	\$426,312	Former Exec	\$76,038	\$80,467	2024
Columbia Gorge Community College	OR	\$420,993	Executive Director (Thru 02/23)	\$78,963	\$74,280	2023
Watertown Community Foundation Inc	MA	\$520,473	Executive Director	\$154,535	\$136,634	2024
Check 1002 Charitable Trust	GA	\$418,995	Trustee	\$21,408	\$21,179	2024
The Kauai Marathon	HI	\$524,456	President	\$24,000	\$21,142	2024
Webster Arts	MO	\$412,408	Executive Director	\$53,680	\$55,940	2024
Jewish Community Foundation Of Greater Prescott	AZ	\$412,204	Executive Director	\$30,000	\$27,656	2025
Community Foundation Of Orange	CA	\$409,995	Executive Dir.	\$75,363	\$64,029	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC cost of living and 2025 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 SC 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	65 organizations. Compensation range \$990–\$263,841; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$470,574); for reference, expenses \$411,005 and assets \$1,948,031.
ROLE MATCH	Dr Edward Moore, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	5 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 (Dr Edward Moore) 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 65 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 6th 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.