

Trinity Housing Resources Inc

Executive Director / CEO

EIN 260259181

WI · NTEE L30

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Eugene Manzanet, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **1312** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Eugene Manzanet — reported title “PRESIDENT/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (L30).

BUDGET Total revenue between \$325,442 and \$728,602 — 0.67x to 1.50x the subject's \$485,735 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,312 organizations qualified on sector, size, and geography → **1,312** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,589

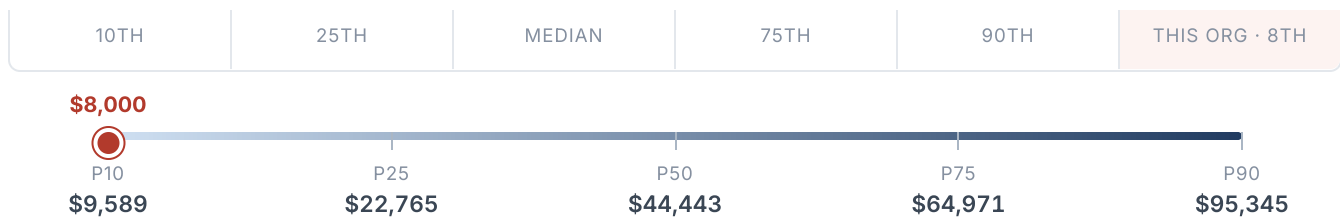
\$22,765

\$44,443

\$64,971

\$95,345

\$8,000



■ 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 WI 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
Winter Walk Inc	MA	\$485,731	Executive Di	\$22,000	\$18,387	2024
Marshside Village Inc	CO	\$486,117	Vice President	\$35,660	\$31,802	2024
The Southern California Housing	CA	\$486,451	President	\$13,750	\$11,043	2024
Community Housing In Partnership Inc	NJ	\$485,000	President	\$30,000	\$25,647	2023
Cantebria Senior Homes	CO	\$486,554	President	\$22,009	\$19,628	2024
Casa Montego li Inc	CA	\$486,644	Ceo	\$32,916	\$26,435	2024
Rivertown Neighborhood Senior Non Profit Housing	MI	\$486,770	Administrator	\$80,197	\$76,986	2024
Cohome Inc	NJ	\$484,465	Executive Director	\$6,667	\$5,536	2024
Nhdc Hampton Court Apartments Inc	CA	\$487,216	President	\$13,750	\$11,043	2024
New Start Housing Partners Inc	FL	\$484,171	President	\$72,500	\$63,344	2024
Public Safety Academy Housing Inc	FL	\$484,047	Vice Chair	\$119,094	\$101,371	2025
Umphress Terrace	TX	\$487,430	President/ceo	\$35,219	\$32,766	2024
50th Street Housing Development	NY	\$483,958	Secretary	\$13,130	\$11,034	2024
Abbey Rhf Housing Inc	CA	\$483,873	President/ceo	\$68,128	\$54,713	2024
Regency Retirement Residence Of Laramie	WY	\$483,770	Director	\$58,792	\$57,042	2025
The Salvation Army El Sobrante Residence Inc	CA	\$483,473	President	\$32,694	\$27,032	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Philanthropia Foundation	WA	\$488,104	Executive Dir.	\$64,001	\$54,866	2023
Access House Inc	NY	\$483,315	Treasurer	\$25,733	\$21,627	2024
Faith And Fostering	LA	\$488,494	Executive Director	\$57,320	\$58,702	2024
Organizing Neighborhood Equity	DC	\$488,554	Resource Organizer	\$123,325	\$100,651	2024
Mcdonald Presbyterian Senior Housing In	PA	\$488,770	Director And President	\$37,604	\$34,877	2024
Bhi Foundation Inc	IN	\$488,933	Director & President/ceo	\$47,926	\$48,394	2023
Home Together A Nonprofit Corporation	NV	\$482,513	Executive Director	\$90,000	\$83,903	2024
Mgrs Inc	CT	\$482,073	Director	\$4,500	\$3,823	2025
Hope Avenue Twin Cities	MN	\$481,886	Board Member	\$6,000	\$5,514	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 1312 organizations. Compensation range \$73–\$562,197; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$485,735); for reference, expenses \$302,239 and assets \$4,887,897.

ROLE MATCH Eugene Manzanet, reported title "*PRESIDENT/TREASURER*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 719 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 71 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	8 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	2 nd

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 (Eugene Manzanet) 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 13, 2026, comparing compensation against 1312 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 8th 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 13, 2026.