

# Morgantown Area Youth Services Project

Executive Director / CEO

EIN 311527250

WV · NTEE I21

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Danny Trejo, Executive Director / CEO** (\$37,765) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Danny Trejo — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (I21).

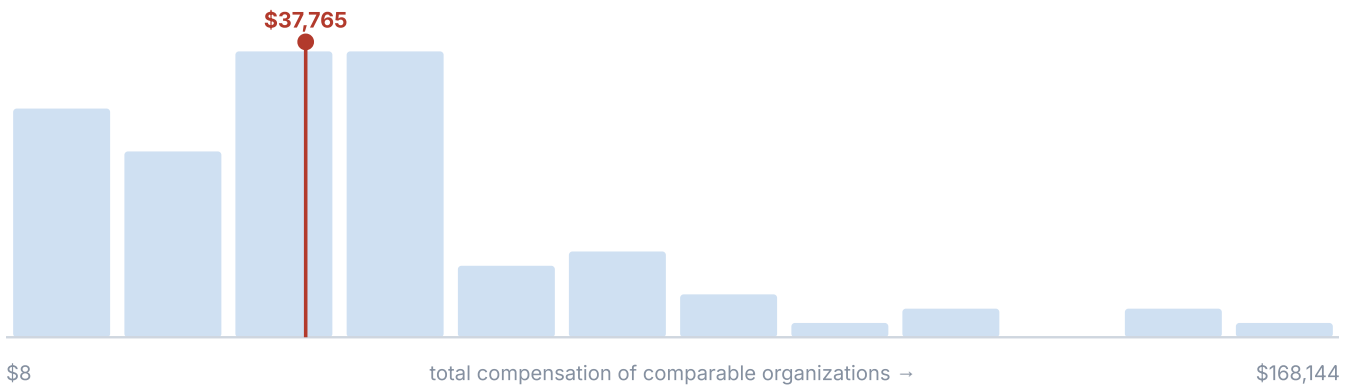
**BUDGET** Total revenue between \$80,613 and \$180,478 — 0.67x to 1.50x the subject's \$120,319 (the band tightens as size grows).

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

**89** organizations qualified on sector, size, and geography

→ **89** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,945	\$18,690	\$36,683	\$54,328	\$83,627	\$37,765
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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 WV 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
<a href="#">Arkansas Policy Foundation</a>	AR	\$118,975	Executive Direc	\$96,056	<b>\$96,859</b>	2024
<a href="#">Alliance For Higher Education</a>	CO	\$122,429	Executive Di	\$22,349	<b>\$19,225</b>	2024
<a href="#">The National Foundation To End</a>	CO	\$122,441	Ceo	\$138,598	<b>\$119,221</b>	2024
<a href="#">Taking Action For Good</a>	TN	\$115,785	Founder & Ceo	\$150,000	<b>\$151,592</b>	2022
<a href="#">Failsafe-era Inc</a>	VA	\$115,465	President/ceo	\$6,000	<b>\$5,351</b>	2023
<a href="#">Chains Of Grace Inc</a>	TX	\$115,338	Executive Director	\$56,700	<b>\$52,383</b>	2023
<a href="#">The Innocent Lives Foundation</a>	PA	\$115,232	Coo	\$115,910	<b>\$101,021</b>	2025
<a href="#">Court Watch Nola</a>	LA	\$114,762	Executive Director	\$82,901	<b>\$84,309</b>	2023
<a href="#">Life After Justice</a>	IL	\$113,155	Executive Director	\$77,184	<b>\$68,072</b>	2024
<a href="#">Nofires Inc</a>	MA	\$113,064	Executive Di	\$54,600	<b>\$44,015</b>	2024
<a href="#">Spf-iimc</a>	IL	\$112,649	President/ceo	\$30,975	<b>\$28,125</b>	2023
<a href="#">Midland Kids First</a>	MI	\$128,391	President &	\$50,667	<b>\$48,300</b>	2023
<a href="#">Sixth Judicial Court Casagal Program Inc</a>	MT	\$128,567	Exec. Director	\$28,596	<b>\$28,469</b>	2023
<a href="#">Parents Against Child Sex Abuse</a>	IL	\$111,911	Executive Director	\$25,566	<b>\$22,548</b>	2024
<a href="#">Easterseals Housing Solutions Inc</a>	MT	\$111,085	President/ce	\$16,543	<b>\$15,997</b>	2024
<a href="#">Legal Accountability Project</a>	DC	\$129,621	President	\$79,720	<b>\$62,757</b>	2024
<a href="#">The National Legal Foundation</a>	VA	\$129,741	President And Director	\$87,598	<b>\$73,920</b>	2025
<a href="#">Clarinda Youth Corporation</a>	IA	\$108,216	President	\$3,600	<b>\$3,536</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Starts Within Organization</a>	OH	\$132,733	Executive Director	\$37,500	<b>\$36,683</b>	2023
<a href="#">Nevada Peace Officer Association</a>	NV	\$107,204	President	\$9,600	<b>\$8,633</b>	2024
<a href="#">Pathways For Change Inc</a>	FL	\$106,135	Executive Director	\$22,237	<b>\$18,740</b>	2024
<a href="#">Apoyo Legal Al Emprendimiento Comunitario Inc</a>	PR	\$106,009	Director	\$32,000	<b>\$32,000</b>	2023
<a href="#">Citizens For Community Justice Inc</a>	IN	\$103,218	Executive Director	\$50,000	<b>\$47,302</b>	2024
<a href="#">West Hamlin Unity Place Inc</a>	WV	\$138,243	President	\$53,483	<b>\$51,949</b>	2024
<a href="#">Wisconsin Justice Initiative Inc</a>	WI	\$138,548	Executive Dir.	\$84,000	<b>\$78,698</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>89</b> organizations. Compensation range \$8–\$168,144; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$120,319); for reference, expenses \$110,553 and assets \$25,085.
ROLE MATCH	Danny Trejo, reported title " <i>EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	40 <sup>th</sup>

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 (Danny Trejo) 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 89 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,765 is reasonable (approximately the 53<sup>rd</sup> 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.