

Trinity Village Center

Executive Director / CEO

EIN 311743763

VA · NTEE P28

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chad M Morris, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

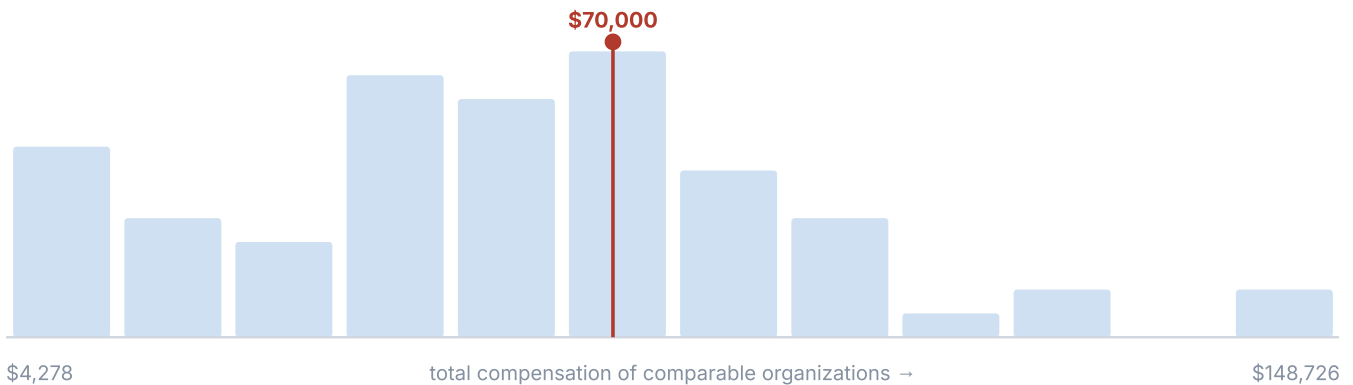
Benchmarked executive: Chad M Morris — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28).
BUDGET	Total revenue between \$323,778 and \$724,876 — 0.67x to 1.50x the subject's \$483,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,419	\$40,650	\$55,066	\$75,283	\$93,742	\$70,000
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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 VA 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
Westside Community Center	PA	\$485,544	Executive Di	\$86,035	\$86,310	2024
Dysart Community Center	AZ	\$480,569	Executive Director	\$68,250	\$67,980	2023
The Community Service Center Of Northern Champaign County Inc	IL	\$464,374	Executive Director	\$62,118	\$61,434	2024
East Cleveland Neighborhood Center	OH	\$464,074	Exec Directo	\$65,000	\$71,302	2023
Mary J Treglia Community House	IA	\$503,066	Executive Director	\$40,000	\$45,360	2023
Zion City Care Center Inc	AZ	\$503,388	Ceo	\$73,365	\$70,978	2024
The Center	IA	\$462,932	Director	\$45,799	\$50,446	2024
O'gorman Garden Inc	NY	\$460,899	Head Of Scho	\$73,500	\$68,787	2023
Mission Resource Center Llc	CA	\$506,804	Ceo	\$42,802	\$38,279	2023
Grace Mission Inc	NE	\$453,159	General Dire	\$74,758	\$83,276	2023
Kidz Dreamz Klub	NC	\$449,084	Executive Director	\$17,082	\$18,280	2023
George K Bowling Community	KY	\$518,035	Executive Director	\$70,877	\$76,603	2024
Yamhill Carlton Together Cares Inc	OR	\$446,053	Executive Dir.	\$49,985	\$46,696	2024
Macedonia Family Resource Center I	NC	\$445,984	Executive Di	\$85,377	\$88,744	2024
Grahamtown Team	NC	\$520,579	Executive Director	\$58,000	\$60,287	2024
Simply The Basics	CA	\$443,088	President	\$104,638	\$88,552	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Christian Ministries Inc	PA	\$440,856	Secretary/treasurer	\$14,450	\$14,496	2024
Woodford County Heartline And Heart Hous	IL	\$437,445	Executive Director	\$54,908	\$54,304	2024
Rural Arts Collaborative Inc	VT	\$531,507	Executive Di	\$54,148	\$53,414	2025
Girard Community Committee Inc	OH	\$434,669	Administrative Director	\$65,850	\$70,162	2024
Oak Tree Ministries	AL	\$536,921	Executive Di	\$48,185	\$52,367	2024
Elca Outreach Center	WI	\$537,830	Executive Director	\$126,425	\$136,745	2023
Midcity Excellence Community	MO	\$538,817	President/ceo	\$80,456	\$85,724	2024
The Deposit Community Center Inc	NY	\$425,564	New. Executive Director	\$28,437	\$25,850	2024
East Bluff Community Center Nfp	IL	\$425,103	Exec Director	\$17,500	\$17,307	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 67 organizations. Compensation range \$4,278–\$148,726; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$483,251); for reference, expenses \$546,396 and assets \$122,764.

ROLE MATCH Chad M Morris, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	61 st
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	55 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 (Chad M Morris) 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 67 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 61st 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.