

Mission Accomplished

This analysis benchmarks the total compensation of **Ebonie Trice, Executive Director / CEO** (\$58,455) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

Benchmarked executive: Ebonie Trice — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

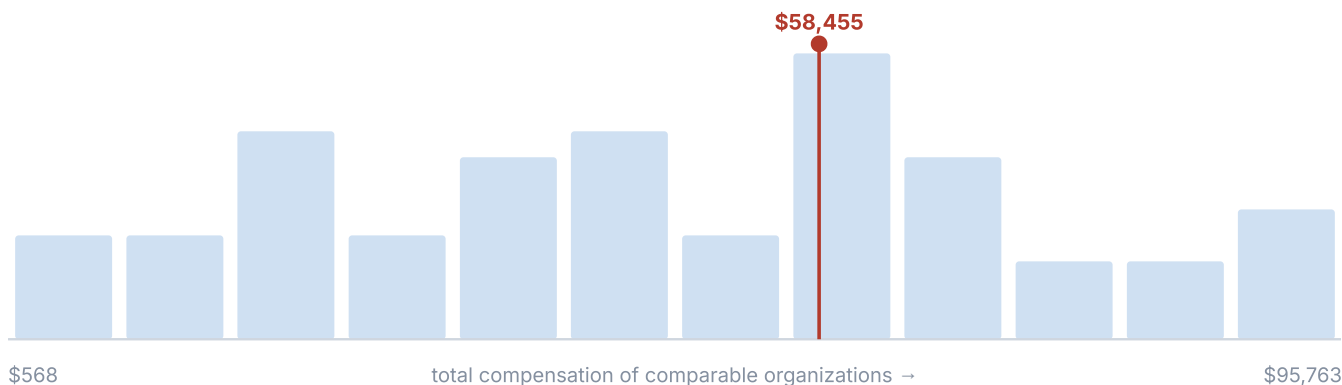
SECTOR Organizations sharing the subject's NTEE classification (L40).

BUDGET Total revenue between \$225,089 and \$503,932 — 0.67x to 1.50x the subject's \$335,955 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

68 organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,574	\$26,257	\$47,571	\$64,276	\$81,326	\$58,455
----------	----------	----------	----------	----------	----------



● 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 TX 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 New Beginnings Of Southwest	FL	\$334,293	Executive Director	\$61,007	\$58,986	2023
Siloam Missionary Homes	NC	\$338,177	President	\$45,493	\$48,380	2023
Safe Shelter Incorporated	WI	\$332,175	Executive Director	\$72,800	\$76,006	2024
Sacred Roots Farm Inc	GA	\$341,171	Ceo	\$84,908	\$87,868	2023
Myplace Inc	MI	\$327,076	Executive Director	\$65,977	\$68,078	2024
Isaiah House Inc	GA	\$326,462	Executive Dir.	\$14,150	\$14,223	2024
Bethesda House Inc	MA	\$326,001	Director	\$20,240	\$18,720	2023
Hope House Of Tennessee Inc	TN	\$325,908	Founder Executive Director	\$50,000	\$52,541	2024
Active Change Recovery Inc	CA	\$346,347	President	\$25,000	\$21,581	2024
Shadetree Historical Artisan	CA	\$323,323	President	\$71,250	\$61,505	2024
Village Of Hope Inc	MD	\$349,483	Executive Director	\$61,250	\$57,245	2024
Mercy Mission House	OH	\$319,579	Executive Di	\$42,692	\$46,538	2023
Papillon House Inc	TX	\$352,841	President	\$34,770	\$34,770	2024
Gila House Inc	AZ	\$355,543	Executive Director	\$40,000	\$38,457	2024
Homes Of Hope Inc	NC	\$357,864	Executive Director	\$55,296	\$57,118	2024
Steps 4 Life Community Services	CA	\$312,208	President	\$65,680	\$56,697	2024
Pee Wee Homes	NC	\$361,795	Director	\$550	\$568	2024
New Vision Housing Development Fund	NY	\$309,036	Ceo	\$23,171	\$21,549	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lilys House	MO	\$306,565	Co-executive Director	\$7,800	\$8,259	2024
Samaritan House Inc	NC	\$366,778	Executive Dir.	\$79,070	\$81,675	2024
Life Line Outreach Inc	NC	\$302,825	Board Member	\$22,631	\$23,377	2024
Glory House Of Miami Inc	FL	\$301,603	Ceo /Preside	\$56,496	\$53,057	2024
Nazareth Housing Development Corp	OH	\$376,175	Executive Di	\$61,000	\$64,588	2024
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$67,715	2024
Natasha House Inc	VA	\$292,986	Executive Director	\$35,258	\$34,033	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	68 organizations. Compensation range \$568–\$95,763; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$335,955); for reference, expenses \$350,574 and assets \$61,959.
ROLE MATCH	Ebonie Trice, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	65 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	54 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 (Ebonie Trice) 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 68 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,455 is reasonable (approximately the 65th 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.