

The Legacy Center Inc

Executive Director / CEO

EIN 473746786
 AL · NTEE P50
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Morgan Saintjones, Executive Director / CEO** (\$73,256) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

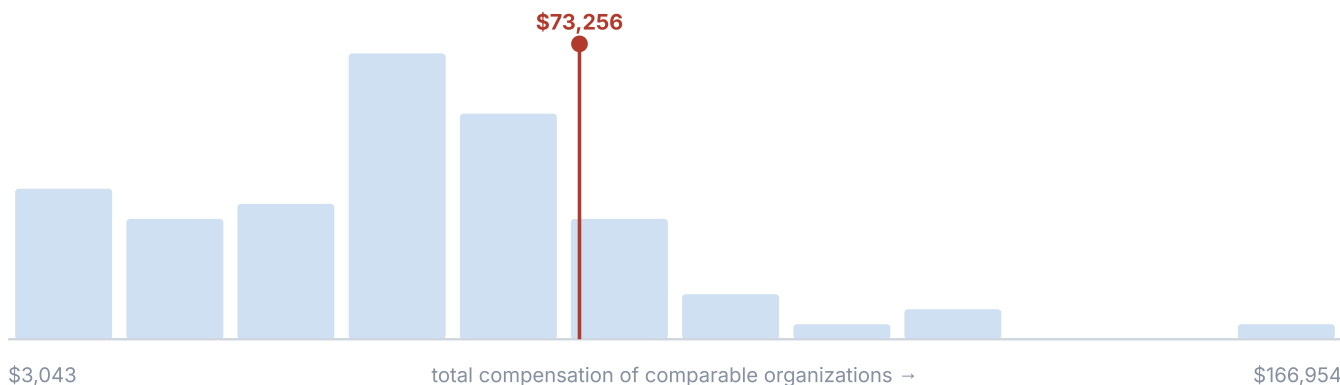
Benchmarked executive: Morgan Saintjones — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$231,172 and \$517,549 — 0.67x to 1.50x the subject's \$345,033 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,244	\$36,622	\$51,566	\$66,503	\$78,431	\$73,256
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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 AL 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
Neighbours International Inc	NJ	\$348,361	President	\$18,344	\$14,726	2024
Grace And Gratitude Sober Living	FL	\$341,617	President	\$72,000	\$62,609	2023
Coastal Communities Consulting Inc	LA	\$333,999	Executive Directorvp	\$89,443	\$88,550	2024
Oakland Catholic Worker	CA	\$332,110	Director	\$48,000	\$37,265	2024
St Joseph Regional Sports Commission Inc	MO	\$331,819	Executive Director	\$6,062	\$5,773	2024
Transformed By The Word Inc	NC	\$360,190	Executive Di	\$80,050	\$76,562	2023
Healing And Reconciliation Institute	CA	\$360,528	Interim E.d.	\$35,871	\$28,671	2023
Amac Foundation Inc	FL	\$360,833	Executive Director	\$60,000	\$52,174	2023
Conestoga Valley Christian	PA	\$361,071	Treasurer	\$12,960	\$11,963	2023
Laundry Workers Center Inc	NY	\$327,588	Co-director	\$70,000	\$56,871	2024
Love Inc Of Boise Community Incorporated	ID	\$326,646	Executive Dir.	\$50,200	\$48,013	2024
Anointed Community Services International Inc	FL	\$324,631	Ceo	\$31,836	\$26,890	2024
National Fund For Foster Children	FL	\$322,825	President	\$6,000	\$5,068	2024
Hello Gorgeous Of Hope Inc	IN	\$322,604	President	\$50,085	\$47,487	2024
Hope For Addiction Inc	AZ	\$322,436	President	\$69,000	\$59,662	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Steel Magnolia Moms	TX	\$316,806	President Through Jan 2024	\$70,968	\$63,826	2024
Giving Hope & Help Inc	MO	\$375,297	Founder And President (Non-voting)	\$80,000	\$78,431	2023
Laolam	WA	\$314,367	President	\$7,200	\$5,795	2024
Wild Instincts Inc	WI	\$313,288	President	\$9,750	\$9,155	2024
Families Helping Families Region 7	LA	\$309,590	Executive Dir.	\$69,903	\$71,249	2023
Mothers' Milk Bank Of Mississippi	MS	\$308,834	Former Executive Director	\$47,653	\$49,127	2023
Net Resource Foundation	TN	\$307,721	Executive Director	\$31,200	\$29,486	2024
The Treehouse Inc	KS	\$385,103	Executive Director	\$60,000	\$58,279	2024
Beautiful You By Profile	MI	\$303,333	Executive Di	\$25,532	\$23,693	2024
Personal Guardianship Services	OH	\$387,004	Exec Director	\$72,500	\$69,039	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 76 organizations. Compensation range \$3,043–\$166,954; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$345,033); for reference, expenses \$239,580 and assets \$197,682.

ROLE MATCH	Morgan Saintjones, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	82nd
Total compensation (D + F), as reported (no adjustments)	74th
Reportable pay only (column D), adjusted	84th
All sources (D + E + F), adjusted	80th

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 (Morgan Saintjones) 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 76 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,256 is reasonable (approximately the 82nd 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.