

# Mountaineer Life Lines Inc

Executive Director / CEO

EIN 550780221  
 WV · NTEE P60  
 FY ending 2023-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Dorothy Trigg-hann, Executive Director / CEO** (\$38,926) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dorothy Trigg-hann — 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 (P60).
BUDGET	Total revenue between \$20,028 and \$44,839 — 0.67x to 1.50x the subject's \$29,893 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**92** organizations qualified on sector, size, and geography → **92** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,407	\$9,286	\$19,186	\$39,137	\$61,792	\$38,926
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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="#">Eras Home li</a>	CA	\$29,742	President/ceo	\$4,050	<b>\$3,230</b>	2023
<a href="#">The Cutty Legacy Foundation</a>	AZ	\$30,133	President/ceo	\$28,500	<b>\$24,588</b>	2024
<a href="#">Lutheran Social Services Foundation Of</a>	CA	\$30,451	President & Ceo	\$12,340	<b>\$9,841</b>	2023
<a href="#">Mobc-boscobel Inc</a>	TN	\$29,154	Secretary	\$16,502	<b>\$16,020</b>	2023
<a href="#">Sheboygan County Ymca Endowment Trust</a>	WI	\$29,080	Finance Director	\$5,474	<b>\$5,280</b>	2023
<a href="#">Lutheran Mission Society San Diego</a>	CA	\$30,915	Missionary Director	\$135,418	<b>\$107,998</b>	2023
<a href="#">Mckenzie Community Development Corporation</a>	OR	\$31,093	Executive Director	\$40,000	<b>\$34,308</b>	2023
<a href="#">Agc Charities Inc</a>	VA	\$31,213	Director	\$62,812	<b>\$54,406</b>	2024
<a href="#">All Housing Inc</a>	CA	\$28,557	Ceo	\$47,732	<b>\$38,067</b>	2023
<a href="#">Adoption Hope Foundation Inc</a>	CT	\$31,298	President	\$12,570	<b>\$10,572</b>	2024
<a href="#">Walk &amp; Talk Inc</a>	AZ	\$28,332	President	\$8,709	<b>\$7,736</b>	2023
<a href="#">Sole Effects</a>	CA	\$31,560	Ceo	\$77,000	<b>\$59,647</b>	2024
<a href="#">House Of Grace</a>	AZ	\$31,675	Treasurer	\$931	<b>\$803</b>	2024
<a href="#">The Bergen-passaic Arc Foundation Inc</a>	NJ	\$31,681	Secretary/president/ceo	\$21,145	<b>\$17,436</b>	2023
<a href="#">Nature Ninos</a>	NM	\$28,011	President	\$10,600	<b>\$10,228</b>	2024
<a href="#">Arabella Wellness Center Inc</a>	TX	\$32,145	Ceo	\$11,653	<b>\$10,457</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connected Foundation</a>	VA	\$32,200	Executive Director	\$88,800	<b>\$79,188</b>	2023
<a href="#">Nassau Community Mental Retardation Services Company Inc</a>	NY	\$32,246	Chief Executive Officer	\$214,386	<b>\$173,787</b>	2024
<a href="#">New England Musicians Resource Fund Inc</a>	MA	\$32,256	Vice President	\$2,100	<b>\$1,743</b>	2023
<a href="#">Raphaels Refuge Inc</a>	TX	\$27,023	Director	\$12,660	<b>\$11,696</b>	2023
<a href="#">Bridges Pointe Inc</a>	NC	\$26,729	Executive Director	\$10,256	<b>\$9,507</b>	2024
<a href="#">Orange Mental Retardation Properties Co</a>	NY	\$26,510	Executive Director	\$56,332	<b>\$45,664</b>	2024
<a href="#">All-in Charitable Events And Services I</a>	GA	\$33,290	President	\$86,688	<b>\$78,193</b>	2024
<a href="#">Communities Helping Each And Everyone Reach Success Incorporate</a>	OH	\$26,461	Program Director	\$12,926	<b>\$12,281</b>	2024
<a href="#">Contemplative Life Inc</a>	TX	\$25,336	Secretary	\$1,712	<b>\$1,536</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** 92 organizations. Compensation range \$803–\$244,565; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$29,893); for reference, expenses \$68,282 and assets \$198,672. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

<b>ROLE MATCH</b>	Dorothy Trigg-hann, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	41 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	6 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	75 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	66 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	54 <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 (Dorothy Trigg-hann) 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 92 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,926 is reasonable (approximately the 75<sup>th</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.