

This analysis benchmarks the total compensation of **Julie Trbovich, Executive Director / CEO** (\$23,020) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

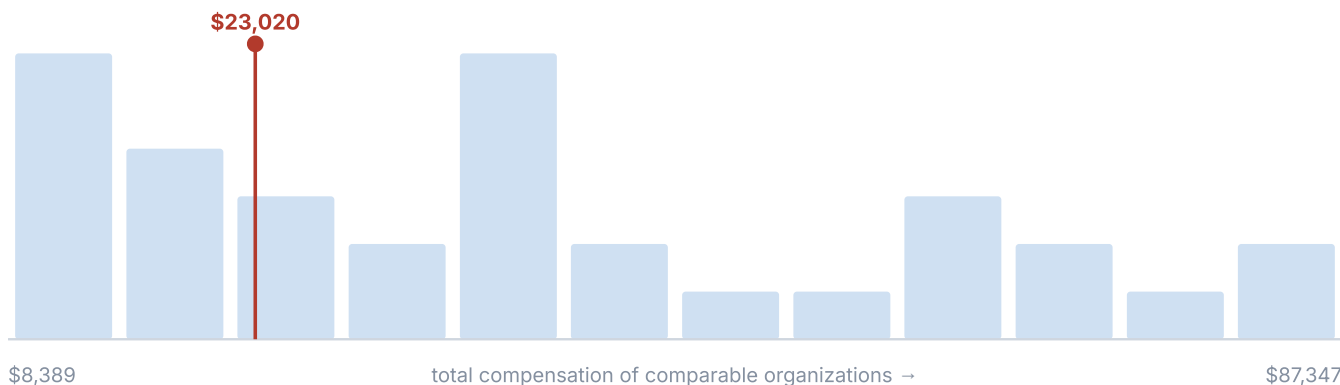
**Benchmarked executive:** Julie Trbovich — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$88,644 and \$198,457 — 0.67x to 1.50x the subject's \$132,305 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

**33** organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,502	\$19,706	\$37,729	\$60,580	\$70,088	\$23,020
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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 PA 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="#">First Steps Center For Autism And Developmental Disabilities</a>	OR	\$130,894	Executive Director	\$53,000	<b>\$49,355</b>	2024
<a href="#">Colorado Dyslexia Foundation</a>	CO	\$137,371	President	\$80,000	<b>\$76,923</b>	2024
<a href="#">Asi - Grand Forks Inc</a>	MN	\$123,901	President/tr	\$68,006	<b>\$65,647</b>	2025
<a href="#">The Arc Of Bismarck</a>	ND	\$140,964	Executive Di	\$63,998	<b>\$70,427</b>	2024
<a href="#">New Beginnings Therapeutic Riding Inc</a>	KY	\$123,453	Executive Director	\$34,015	<b>\$37,729</b>	2023
<a href="#">Planned Lifetime Assistance Network</a>	GA	\$121,323	Director Of Outreach & Com	\$8,320	<b>\$8,389</b>	2024
<a href="#">Pikelamar Services Inc</a>	GA	\$119,696	Director	\$39,292	<b>\$40,788</b>	2023
<a href="#">Foundation Of The Arc Of Anchorage</a>	AK	\$115,741	Ceo/trustee	\$12,672	<b>\$12,507</b>	2023
<a href="#">Mentally Handicapped Children's</a>	CA	\$115,259	Executive Director	\$16,979	<b>\$15,137</b>	2023
<a href="#">Albany Arc Foundation Inc</a>	NY	\$113,596	Executive Director	\$23,651	<b>\$22,064</b>	2023
<a href="#">The Mon-arc Of Monroe Inc</a>	MI	\$151,087	Executive Director	\$46,174	<b>\$47,792</b>	2024
<a href="#">Nashville Supportive Housing Inc</a>	MN	\$153,326	President/tr	\$65,715	<b>\$67,037</b>	2023
<a href="#">Down Syndrome Association Of Brevard</a>	FL	\$158,682	Executive Director	\$64,308	<b>\$60,580</b>	2024
<a href="#">Miracle League Of San Diego</a>	CA	\$159,184	Executive Director	\$77,100	<b>\$68,732</b>	2023
<a href="#">Heather Apartment Associates</a>	WA	\$160,834	President And Ceo	\$24,457	<b>\$22,605</b>	2023
<a href="#">Duet Foundation</a>	NE	\$102,015	President	\$11,094	<b>\$11,965</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mercy Outreach Ministries Iii Inc</a>	OH	\$101,337	Ceo/president	\$15,476	<b>\$16,437</b>	2024
<a href="#">Tenth And Lami Inc</a>	MO	\$163,650	President & Ceo	\$19,685	<b>\$21,524</b>	2023
<a href="#">Attleboro Enterprises Properties Inc</a>	MA	\$166,458	Secretary	\$21,242	<b>\$19,706</b>	2023
<a href="#">Otsar Corp</a>	NY	\$167,592	Executive Director	\$32,521	<b>\$29,468</b>	2024
<a href="#">The Arc Of Bartholomew County</a>	IN	\$94,913	Executive Director	\$32,596	<b>\$35,488</b>	2023
<a href="#">Excalibur Leisure Skills Center</a>	NY	\$93,705	President	\$42,500	<b>\$38,511</b>	2024
<a href="#">Asi - Birmingham Inc</a>	MN	\$171,740	President/tr	\$65,715	<b>\$67,037</b>	2023
<a href="#">Council On Developmental</a>	KY	\$174,468	Ceo	\$78,750	<b>\$87,347</b>	2023
<a href="#">The Arc Of Blair County</a>	PA	\$175,579	Executive Director	\$45,741	<b>\$45,741</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	33 organizations. Compensation range \$8,389–\$87,347; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$132,305); for reference, expenses \$155,511 and assets \$63,316.
ROLE MATCH	Julie Trbovich, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	9 <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 (Julie Trbovich) 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 33 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,020 is reasonable (approximately the 36<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.