

Triumph Seminars Nfp

Executive Director / CEO

EIN 800266455

IL · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **A Nanabray, Executive Director / CEO** (\$100,375) against **every comparable organization** that fit the selection criteria — **499** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: A Nanabray — reported title “Chairperson”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

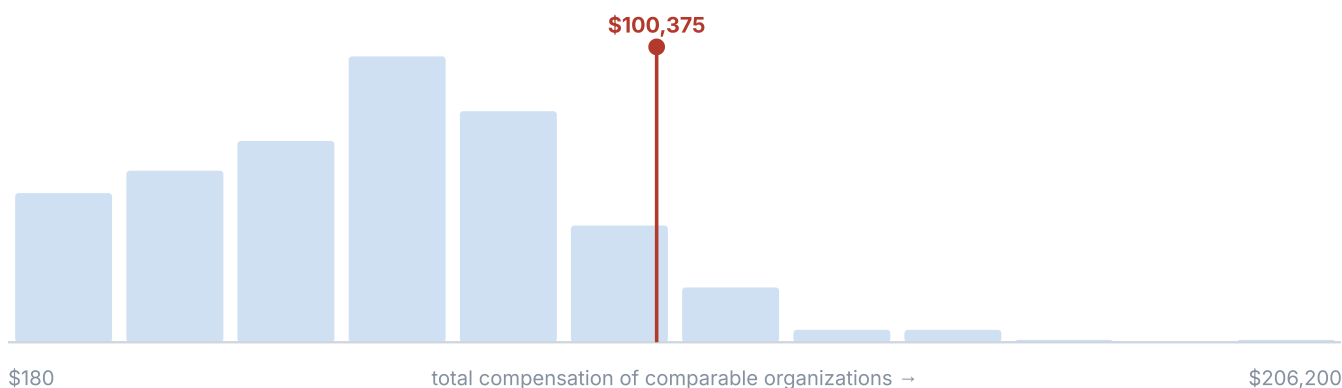
SECTOR Organizations sharing the subject's NTEE classification (O50).

BUDGET Total revenue between \$228,749 and \$512,125 — 0.67x to 1.50x the subject's \$341,417 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

499 organizations qualified on sector, size, and geography → **499** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,634

\$32,924

\$58,143

\$76,924

\$95,670

\$100,375

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 93RD
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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 IL 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
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$24,593	2023
East Los Angeles Boys And Girls Club	CA	\$342,376	Executive Director	\$67,320	\$59,129	2023
Adirondack Ski Touring Council Inc	NY	\$342,606	Executive Dir.	\$80,000	\$71,422	2024
Santa Barbara School Of Squash	CA	\$342,875	Executive Director	\$106,670	\$91,004	2024
Lilys Pad	AZ	\$343,055	Executive Dir.	\$68,000	\$64,612	2024
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$81,175	2024
Reach And Teach Inc	AL	\$343,532	Executive Di	\$10,667	\$11,386	2024
Little Friends For Peace Inc	MD	\$339,254	Co Director	\$80,800	\$74,633	2024
Pursuit Of Innovation	IA	\$343,716	Executive Director	\$130,000	\$140,632	2024
Ourtism	CA	\$343,806	Founder	\$30,414	\$26,714	2023
Saint Florian Center Inc	IN	\$338,695	Executive Director	\$51,000	\$53,137	2024
The Promise Center Of Homewood Inc	PA	\$344,224	President	\$15,000	\$14,779	2024
Videogames And Esports Foundation	KS	\$344,359	President	\$10,000	\$10,674	2024
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$47,933	2024
Prodigy Preparatory	PA	\$337,818	Ceo	\$70,000	\$68,968	2024
Listen To Our Future Inc	IN	\$345,202	Ceo	\$50,125	\$52,225	2024
Girls On The Run Tri County Sc	SC	\$337,571	Executive Dir.	\$70,167	\$72,322	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Birch Creek Service Ranch	UT	\$337,516	Director	\$57,500	\$58,143	2024
Progressive Leadership Initiative Education Fund Inc	DC	\$345,359	President	\$15,936	\$13,817	2024
Purcellville Teen Centerincorporated	VA	\$345,362	President	\$87,500	\$83,471	2024
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$34,535	2024
Hope Extreme Inc	LA	\$336,340	Director	\$56,309	\$61,260	2024
Gentlemens Quest Of Tampa Inc	FL	\$336,307	Executive Director	\$40,608	\$38,803	2023
Black Men Achieve Of Greater Rochester Inc	NY	\$336,288	Ceo & Program Leader	\$41,225	\$37,892	2023
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$30,078	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 499 organizations. Compensation range \$180–\$206,200; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$341,417); for reference, expenses \$334,583 and assets \$106,279.

ROLE MATCH A Nanabray, reported title "*Chairperson*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	93 rd
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	91 st

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 (A Nanabray) 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 499 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,375 is reasonable (approximately the 93rd 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.