

True Connections Community Programs Inc

Executive Director / CEO

EIN 820607120
 CA · NTEE P82
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Cynthia True, Executive Director / CEO** (\$360) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

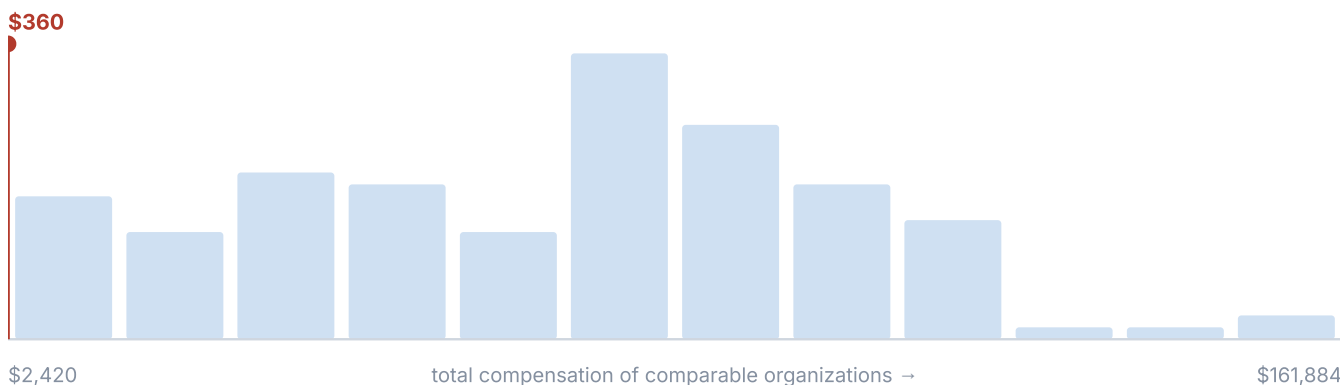
Benchmarked executive: Cynthia True — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$320,974 and \$718,599 — 0.67x to 1.50x the subject's \$479,066 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

126 organizations qualified on sector, size, and geography → **126** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,135	\$41,218	\$71,799	\$93,379	\$110,613	\$360
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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 CA 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
People Empowered And Communities Enhanc	WA	\$477,905	Executive Director	\$60,018	\$64,067	2023
The Ability Center For Independent	NM	\$477,892	Executive Di	\$75,405	\$93,923	2024
Misty Meadows Mitey Riders Inc	NC	\$484,578	Managing Director	\$39,918	\$47,766	2024
The Speak Foundation Inc	FL	\$467,773	President	\$16,080	\$17,494	2024
Disability Empowerment Center	PA	\$490,777	Executive Di	\$66,554	\$76,861	2024
Children's Speech & Reading Center	CO	\$493,358	Exec Direc/p	\$74,379	\$82,594	2024
Community Connections Of Moniteau County Inc	MO	\$463,670	Support Coordinator	\$53,139	\$65,179	2024
The Helping Hands Society Of Hazleton	PA	\$494,764	Executive Director	\$75,540	\$87,239	2024
Empower Tennessee	TN	\$495,282	Executive Di	\$86,698	\$105,537	2024
Scott Cheerful Resident Corp	FL	\$462,825	Director	\$72,000	\$78,330	2024
Small Champions Inc	CO	\$462,558	Executive Director	\$87,600	\$100,148	2023
The Friends Network Inc	NY	\$461,917	Executive Director	\$113,372	\$118,640	2024
Camp Capella Inc	ME	\$496,860	Executive Di	\$77,885	\$90,318	2024
Changing Lives Together Foundation	NC	\$460,610	Executive Di	\$2,685	\$3,213	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Encore Studio For The Performing Arts Inc	WI	\$498,463	Ceo	\$86,048	\$104,071	2024
Cherishability	OR	\$498,540	Executive Director	\$84,000	\$93,006	2023
Down Syndrome Indiana Inc	IN	\$503,769	Executive Director	\$56,700	\$69,245	2024
Limitless Disability Services Inc	GA	\$452,054	Executive Director	\$40,848	\$48,970	2023
Spectrum Thrift Store Inc	FL	\$506,913	President	\$9,429	\$10,258	2024
Mid-nebraska Foundation Inc	NE	\$451,053	Chief Executive Officer	\$43,429	\$54,094	2024
Future Directions Consumer Operated	OH	\$507,357	Executive Di	\$64,480	\$81,426	2023
The Arc Of Greater Williamsburg	VA	\$508,721	Executive Director	\$87,415	\$100,632	2023
Southside Services Inc	MN	\$446,143	Executive Director	\$73,260	\$83,832	2024
Greener Life Solutions Inc	MD	\$444,521	Executive Director	\$149,520	\$161,884	2024
Independence Unlimited Inc	CT	\$443,862	Executive Di	\$90,268	\$98,015	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	126 organizations. Compensation range \$2,420–\$161,884; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$479,066); for reference, expenses \$507,094 and assets \$104,099.
ROLE MATCH	Cynthia True, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	0 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 (Cynthia True) 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 126 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$360 is reasonable (approximately the 0th 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.