

The Trauma Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Chris Rutgers, Executive Director / CEO** (\$60,000) 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 **55th** percentile of comparable organizations within the typical range

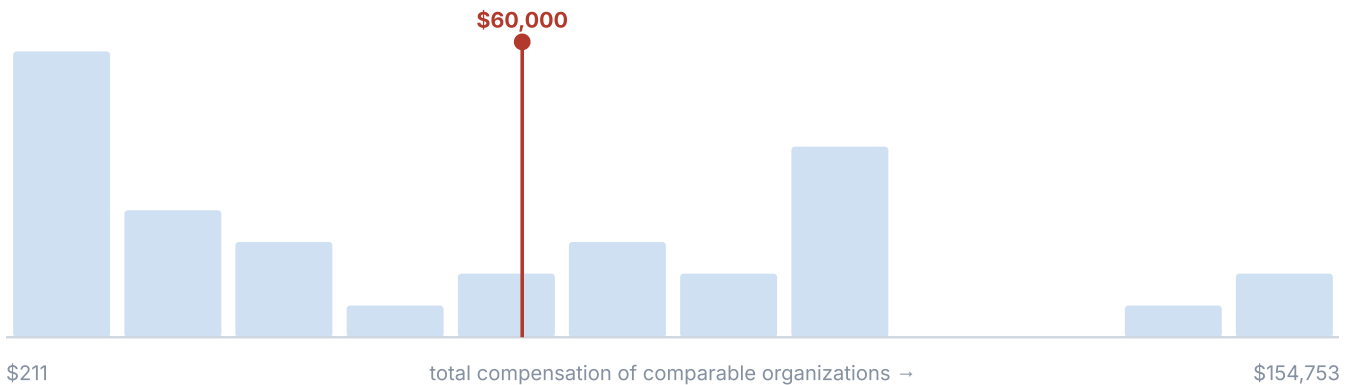
Benchmarked executive: Chris Rutgers — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

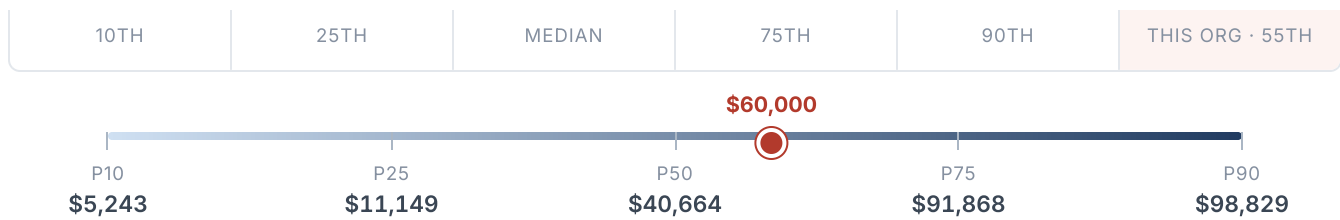
SECTOR	Organizations sharing the subject's NTEE classification (T22).
BUDGET	Total revenue between \$279,591 and \$625,950 — 0.67x to 1.50x the subject's \$417,300 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T22), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$5,243	\$11,149	\$40,664	\$91,868	\$98,829	\$60,000
---------	----------	----------	----------	----------	----------



■ 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 WA 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
Chris Evert Charities Inc	FL	\$419,846	Director	\$39,899	\$40,664	2024
Clearwater Clear Lake Food Shelf	MN	\$426,854	Director	\$10,400	\$11,149	2024
The Schweitzer Family Foundation	TX	\$427,102	Treasurer	\$29,957	\$32,511	2024
The John And Clara Brady Family	LA	\$397,568	Director	\$58,114	\$69,424	2024
Hope Christian Services Foundation Inc	NJ	\$388,812	Ceo	\$16,806	\$16,279	2024
Jimmie Johnson Foundation	NC	\$383,978	Executive Director	\$81,953	\$91,868	2024
Ridgecrest Foundation Inc	IA	\$383,077	Ceo	\$45,574	\$52,741	2025
Ironworkers Local 782 Joint	KY	\$382,411	Trustee	\$906	\$1,056	2024
Abny Foundation Inc	NY	\$382,348	Ceo & Secretary	\$8,750	\$8,831	2023
Mt Helix Park Foundation	CA	\$460,546	Executive Director	\$7,130	\$6,679	2024
Parson Of The Hills Foundation Inc	NC	\$373,789	Ceo Director	\$52,008	\$60,022	2023
Worcester Public Library Foundation	MA	\$370,266	Executive Director/clerk	\$100,957	\$98,424	2024
The Howard And Georgeanna Jones Foundation For Reproductive Medicine	VA	\$470,613	President	\$89,907	\$94,179	2024
Zarlengo Foundation	CO	\$362,095	Executive Dir.	\$95,000	\$98,826	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hand Up For Women	TN	\$351,607	Executive Director	\$68,870	\$80,857	2023
Raymond C Rude Supporting Foundation	NV	\$485,799	Cfnn Philanthropic Advisor	\$5,834	\$6,532	2023
Leadership Perimeter Inc	GA	\$339,391	Executive Di	\$90,600	\$98,830	2024
Doug & Carla Salmon Foundation Inc	WI	\$502,736	Executive Director	\$186	\$211	2024
Norman A & Susan L Pappas Family	MI	\$330,349	Secretary	\$26,189	\$29,327	2024
Blackacre Conservancy Inc	KY	\$326,500	Executive Director	\$70,000	\$84,000	2023
Terrebonne Foundation For Academic	LA	\$326,465	Executive Director	\$56,000	\$66,898	2024
Msda Charitable And Educational	MD	\$322,375	Executive Director	\$5,360	\$5,436	2024
Grantmakers Of Oregon And Sw Washington	OR	\$310,685	President/ceo	\$136,621	\$141,710	2023
Delaware Preservation Fund Inc	DE	\$304,850	Program Director	\$4,890	\$5,195	2024
Bonny Lea Charitable Foundation		\$294,876	Executive Director	\$98,872	\$96,035	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	33 organizations. Compensation range \$211-\$154,753; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$417,300); for reference, expenses \$94,096 and assets \$406,952. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Chris Rutgers, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	55 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	27 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 (Chris Rutgers) 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 (T22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 55th 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.