

# Triumphant Hands Inc

Executive Director / CEO

EIN 861578086

NY · NTEE P01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Segun Ogunyemi, Executive Director / CEO** (\$91,508) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

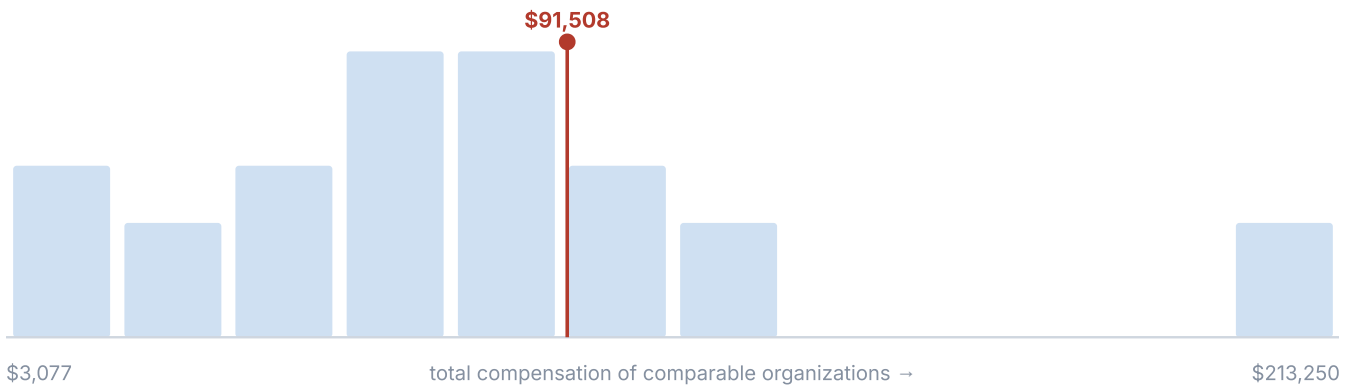
**Benchmarked executive:** Segun Ogunyemi — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$192,314 and \$430,554 — 0.67x to 1.50x the subject's \$287,036 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,649	\$46,597	\$67,673	\$90,822	\$116,945	\$91,508
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 76TH
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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 NY 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="#">The Groundswell Group Inc</a>	NY	\$287,248	Chief Execut	\$93,450	<b>\$93,450</b>	2024
<a href="#">The Health &amp; Housing Consortiuminc</a>	NY	\$294,677	Executive Director	\$111,762	<b>\$115,063</b>	2023
<a href="#">Families In Action For Justice</a>	CA	\$300,000	Ceo	\$28,210	<b>\$27,753</b>	2023
<a href="#">Youmominc</a>	FL	\$273,158	President	\$16,061	<b>\$16,697</b>	2024
<a href="#">Organizacion Latina Trans In Texas</a>	TX	\$269,622	Executive Director	\$103,712	<b>\$118,199</b>	2023
<a href="#">Mississippians Against Human Trafficking</a>	MS	\$267,157	Executive Director	\$50,000	<b>\$63,447</b>	2023
<a href="#">Tri-lakes Center For Independent</a>	NY	\$307,890	Executive Di	\$42,974	<b>\$42,974</b>	2024
<a href="#">Mapp Inc</a>	CT	\$309,595	President	\$77,090	<b>\$82,352</b>	2023
<a href="#">Travel Unity Inc</a>	NY	\$310,772	Executive Director	\$211,104	<b>\$211,104</b>	2024
<a href="#">Chicago Refugee Coalition</a>	IL	\$320,192	Executive Dir.	\$22,750	<b>\$24,751</b>	2024
<a href="#">Justice For Girls Coalition Of Washington State</a>	WA	\$329,017	Executive Director	\$89,036	<b>\$90,822</b>	2023
<a href="#">The Truth Project Inc</a>	TX	\$243,200	Founder And Ceo	\$69,151	<b>\$76,550</b>	2024
<a href="#">Women In Technology Of Northwest Arkansas</a>	AR	\$226,659	President & Founder	\$43,500	<b>\$54,111</b>	2024
<a href="#">Casa Of Laramie County</a>	WY	\$217,929	Executive Di	\$60,982	<b>\$74,399</b>	2023
<a href="#">Farmily</a>	NV	\$215,106	Executive Director	\$61,006	<b>\$67,673</b>	2024
<a href="#">Rockland Community Services Inc</a>	NY	\$211,235	Executive Director	\$2,989	<b>\$3,077</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wichitas Littlest Heroes</a>	KS	\$371,868	Executive Director	\$65,889	<b>\$78,774</b>	2024
<a href="#">Our Voice Nuestra Voz</a>	LA	\$197,087	Executive Director	\$175,000	<b>\$213,250</b>	2024
<a href="#">Ten Toes In</a>	CA	\$378,175	Executive Di	\$69,571	<b>\$66,482</b>	2024
<a href="#">The Clock Inc</a>	IL	\$194,146	Executive Di	\$60,231	<b>\$65,529</b>	2024
<a href="#">Second Nurture</a>	CT	\$380,391	Executive Director & Trustee	\$92,443	<b>\$95,920</b>	2024
<a href="#">My Brother's Keeper Task Force Inc</a>	MA	\$384,360	Co-president & Director	\$19,125	<b>\$19,581</b>	2023
<a href="#">National Partnership For Women</a>	DC	\$404,000	President	\$47,983	<b>\$46,597</b>	2024
<a href="#">Green Mountain Self Advocates Inc</a>	VT	\$414,661	Administrative Director	\$52,000	<b>\$59,632</b>	2023
<a href="#">Alaska Family Council</a>	AK	\$416,426	Executive Director	\$78,000	<b>\$84,963</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	25 organizations. Compensation range \$3,077–\$213,250; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$287,036); for reference, expenses \$295,594 and assets \$475.
ROLE MATCH	Segun Ogunyemi, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS**      2 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	76 <sup>th</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Segun Ogunyemi) 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 25 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,508 is reasonable (approximately the 76<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.