

Nevada Vision Foundation

Executive Director / CEO

EIN 873671338
 NV · NTEE B11
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Michael Trier, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Trier — reported title "COO", 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 (B11).

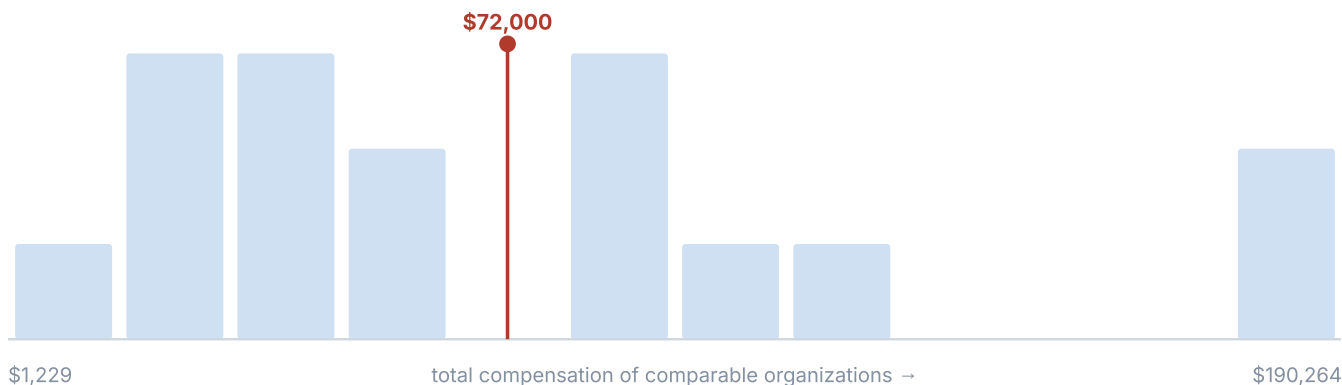
BUDGET Total revenue between \$2,261 and \$5,062 — 0.67x to 1.50x the subject's \$3,375 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,946	\$33,870	\$60,832	\$92,137	\$153,423	\$72,000
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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 NV 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
Rancho Santiago Community College	CA	\$3,443	Executive Director	\$41,807	\$38,060	2023
Mississippi Charter Schools Association	MS	\$3,160	Former Executive Director	\$108,000	\$123,176	2024
Dudley Square Realty Corporation	MA	\$3,151	Treasurer/chief Of Operations	\$30,741	\$28,288	2024
Knowledge Standards Foundation	OH	\$3,775	President	\$86,283	\$96,347	2023
Michigan Biotechnology Institute	MI	\$2,936	President & Chair	\$58,630	\$63,801	2023
Kipp Metro Atlanta Opportunity Fund Inc	GA	\$3,860	Ceo	\$33,706	\$35,731	2023
Academy Global Learning	TX	\$3,869	Trustee	\$1,200	\$1,229	2024
Midtown Youth Academy	DC	\$3,937	President/executive Direct	\$43,900	\$39,450	2024
Sage Future Inc	DE	\$3,975	Acting Director	\$87,895	\$90,734	2023
Montessori In The Park Foundation	AZ	\$2,745	President	\$24,231	\$23,248	2025
Gtcc Innovative Resources Corp	NC	\$2,610	Vice Preside	\$80,611	\$85,294	2024
Noble Family Support Fund	IL	\$2,573	Treasurer - Term	\$25,706	\$26,644	2023
liao Educational Foundation	VA	\$4,179	Ceo	\$58,522	\$57,863	2024
Regional Division Inc	WI	\$4,336	President/ceo	\$172,803	\$190,264	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Little Lambs Children's Center	OH	\$4,408	Administrator	\$84,000	\$88,758	2025
The Webb Schools Real Estate Fund	CA	\$4,514	Trustee	\$201,754	\$183,670	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV cost of living and 2025 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 NV 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	16 organizations. Compensation range \$1,229–\$190,264; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$3,375); for reference, expenses \$135,479 and assets \$45,789. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Trier, reported title <i>"COO"</i> , 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	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	56 th
Total compensation (D + F), as reported (no adjustments)	56 th

Reportable pay only (column D), adjusted

88th

All sources (D + E + F), adjusted

19th

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 (Michael Trier) 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 16 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 56th 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.