

# Trinity Academy Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Corey Wade, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

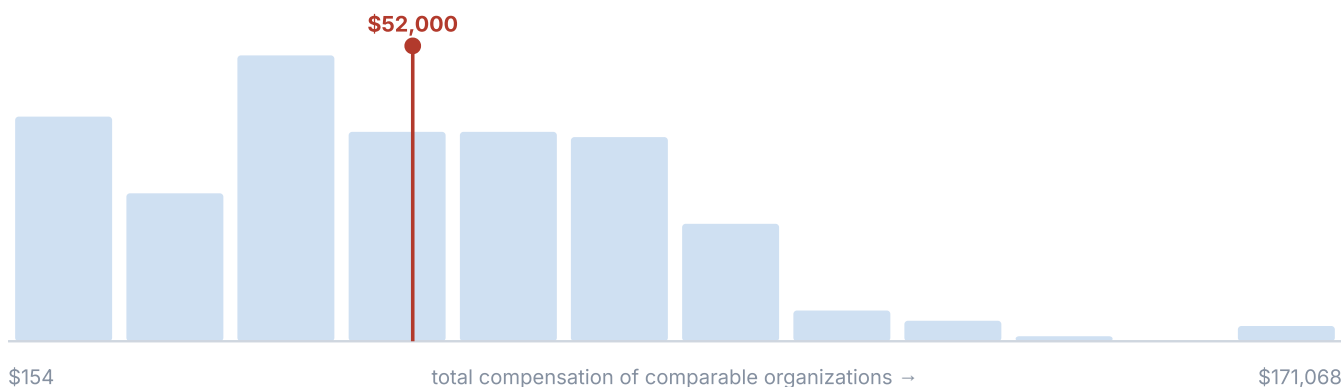
**Benchmarked executive:** Corey Wade — reported title "HEAD OF SCHOOL", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B20).
BUDGET	Total revenue between \$326,787 and \$731,613 — 0.67x to 1.50x the subject's \$487,742 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B20), nationwide + budget 0.67–1.5x revenue.

**288** organizations qualified on sector, size, and geography → **288** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,996	\$28,256	\$48,404	\$71,953	\$88,581	\$52,000
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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 TN 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="#">Fort Dodge Community School District Foundation</a>	IA	\$487,946	Director	\$86,250	<b>\$94,945</b>	2023
<a href="#">East Orchard Christian Academy Inc</a>	IL	\$487,462	Secretary/di	\$17,000	<b>\$15,900</b>	2025
<a href="#">Faith Christian School And Institute</a>	PA	\$486,139	President	\$28,778	<b>\$28,852</b>	2023
<a href="#">Urban Village Montessori Inc</a>	MA	\$489,946	President	\$91,069	<b>\$77,855</b>	2025
<a href="#">Waldessori Schoolhouse</a>	TX	\$484,528	Board President	\$13,573	<b>\$13,258</b>	2024
<a href="#">University Montessori School</a>	LA	\$484,030	Chairman	\$31,990	<b>\$35,414</b>	2023
<a href="#">Covenant Grace Christian Academy Inc</a>	LA	\$491,799	Treasurer	\$32,000	<b>\$33,522</b>	2025
<a href="#">Sunrise Montessori School Inc</a>	MA	\$492,126	Head Of Scho	\$80,120	<b>\$72,383</b>	2023
<a href="#">Hopi School Inc</a>	AZ	\$492,215	Facilitator	\$55,000	<b>\$51,653</b>	2024
<a href="#">Green Mountain Montessori School</a>	VT	\$482,315	President	\$80,077	<b>\$81,032</b>	2023
<a href="#">Next Generation Academics Inc</a>	FL	\$493,292	Director	\$34,878	<b>\$32,941</b>	2023
<a href="#">New Mexico Society Of Cpas</a>	NM	\$493,310	President	\$99,318	<b>\$104,314</b>	2024
<a href="#">Pinnacle Christian School</a>	TX	\$481,840	Head Of School	\$43,654	<b>\$42,642</b>	2024
<a href="#">Mental Fitness 21st Century Learning Inc</a>	GA	\$494,115	Exective Director	\$48,850	<b>\$49,382</b>	2023
<a href="#">Mr Dad Fathers Club</a>	IL	\$495,372	President &	\$40,000	<b>\$38,401</b>	2024
<a href="#">Nevada R-5 School District Public</a>	MO	\$496,775	Executive Di	\$8,780	<b>\$9,081</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sapphire Early Learning Center</a>	MT	\$497,778	Director	\$46,878	<b>\$49,345</b>	2024
<a href="#">Arcadian Fellowship Church Inc</a>	MD	\$476,640	Vice President	\$60,000	<b>\$54,778</b>	2024
<a href="#">Tyger River Childrens Center Inc</a>	SC	\$499,127	Director	\$58,307	<b>\$61,155</b>	2023
<a href="#">Cottonwood Alc Inc</a>	MT	\$475,815	President	\$70,674	<b>\$72,476</b>	2025
<a href="#">National Association For Search</a>	VA	\$475,413	Executive Director	\$93,149	<b>\$87,828</b>	2024
<a href="#">Whispering Pines Christian School</a>	CA	\$501,439	Secretary	\$9,000	<b>\$7,813</b>	2023
<a href="#">Chesterton Academy Of St Philip Neri</a>	MO	\$502,211	Executive Director	\$69,430	<b>\$71,810</b>	2024
<a href="#">Haven Education Solutions Inc</a>	MD	\$473,044	President	\$12,250	<b>\$11,514</b>	2023
<a href="#">Amundsen Educational Center</a>	AK	\$472,588	Executive Dir.	\$96,861	<b>\$90,430</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	288 organizations. Compensation range \$154–\$171,068; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$487,742); for reference, expenses \$395,269 and assets \$131,992.
ROLE MATCH	Corey Wade, reported title <i>"HEAD OF SCHOOL"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Corey Wade) 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 10, 2026, comparing compensation against 288 similarly situated organizations (Same NTEE sector (B20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 55<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 10, 2026.