

# Triunity Counseling Services

Executive Director / CEO

EIN 992620350

TX · NTEE F60

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Derek Smith, Executive Director / CEO** (\$48,503) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

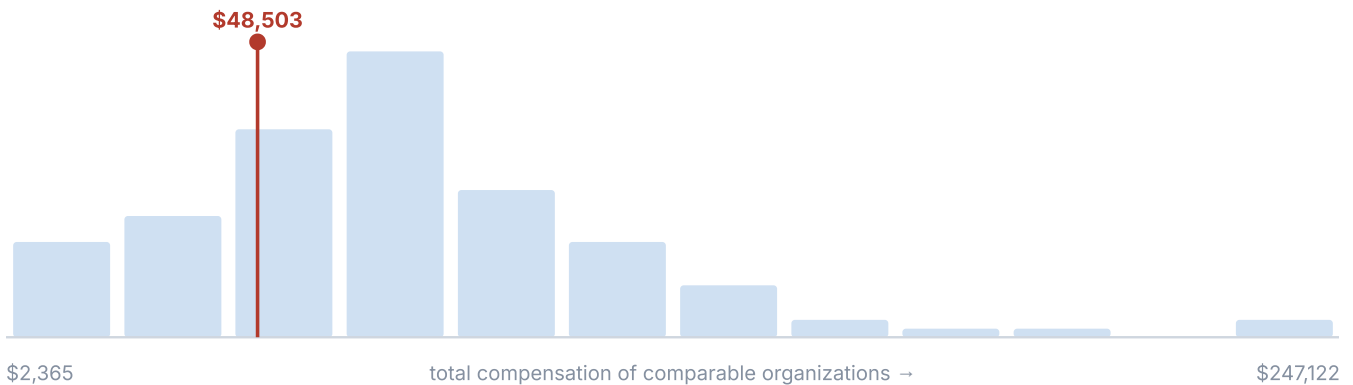
**Benchmarked executive:** Derek Smith — reported title “PRESIDENT/DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$332,825 and \$745,131 — 0.67x to 1.50x the subject's \$496,754 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$28,002	\$51,024	\$71,228	\$93,927	\$123,424	\$48,503
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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 TX 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="#">Synchrony Of Visalia Inc</a>	CA	\$499,494	President & Ceo	\$54,863	<b>\$47,360</b>	2024
<a href="#">Exonerated Nation Inc</a>	CA	\$501,023	Staff Assistant	\$35,989	<b>\$31,067</b>	2024
<a href="#">Allied Restorative Systems</a>	VA	\$490,129	Executive Director	\$97,521	<b>\$94,131</b>	2024
<a href="#">Owen Center Inc</a>	AL	\$503,599	President	\$66,358	<b>\$71,667</b>	2024
<a href="#">South Boston Collaborative Center Inc</a>	MA	\$488,793	Former Executive Director	\$105,088	<b>\$94,404</b>	2024
<a href="#">The Kingi Ohana House</a>	CA	\$505,262	President	\$83,074	<b>\$71,712</b>	2024
<a href="#">Peace Of Mind -</a>	WY	\$485,484	Executive Di	\$49,109	<b>\$52,570</b>	2024
<a href="#">The Samaritan Center At The Jersey</a>	NJ	\$482,373	Executive Di	\$75,000	<b>\$68,919</b>	2023
<a href="#">A Haven</a>	PA	\$480,443	Exofficio	\$34,515	<b>\$33,522</b>	2025
<a href="#">Roanoke Park Counseling</a>	WA	\$513,401	Executive Dir.	\$72,127	<b>\$62,892</b>	2025
<a href="#">The Mast Cell Disease Society Inc</a>	MA	\$516,036	Executive Director	\$107,663	<b>\$96,718</b>	2024
<a href="#">Divine Mercy Healing Center Inc</a>	NJ	\$518,494	Secretary &	\$18,900	<b>\$17,367</b>	2023
<a href="#">Brians Safehouse Inc</a>	WV	\$521,275	Executive Director	\$47,839	<b>\$51,781</b>	2024
<a href="#">Hope Grows</a>	PA	\$524,135	Executive Di	\$105,500	<b>\$105,175</b>	2024
<a href="#">My Sister's Place Of Madison Inc</a>	NC	\$466,445	Executive Di	\$76,814	<b>\$79,345</b>	2024
<a href="#">Wings For Life International</a>	NM	\$528,459	Executive Director	\$46,069	<b>\$50,998</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hope Springs Institute</a>	OH	\$463,608	Interim Executive Director	\$34,996	<b>\$37,055</b>	2024
<a href="#">The Everly Project</a>	OR	\$530,062	President	\$84,500	<b>\$78,447</b>	2024
<a href="#">Cross Connections Inc</a>	IN	\$532,294	Executive Dir.	\$89,500	<b>\$94,354</b>	2024
<a href="#">Community Hope Christian Counseling And Mental Health Center</a>	MI	\$536,724	Director	\$54,538	<b>\$56,275</b>	2024
<a href="#">Morning Star Community Services</a>	WA	\$455,110	Executive Director	\$22,283	<b>\$20,533</b>	2023
<a href="#">Rise Counseling And Wellness Inc</a>	TX	\$539,713	Ceo & Counselor	\$57,350	<b>\$57,350</b>	2024
<a href="#">The Shine Initiative Inc</a>	MA	\$452,657	Executive Director	\$117,349	<b>\$105,419</b>	2024
<a href="#">Seeds Christian Counseling</a>	CA	\$546,735	President	\$124,009	<b>\$104,289</b>	2025
<a href="#">The Hope And Healing Place Inc</a>	TX	\$446,132	Executive Di	\$60,715	<b>\$60,715</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	122 organizations. Compensation range \$2,365–\$247,122; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$496,754); for reference, expenses \$424,062 and assets \$91,577.
ROLE MATCH	Derek Smith, reported title "PRESIDENT/DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Derek Smith) 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 122 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,503 is reasonable (approximately the 23<sup>rd</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.