

This analysis benchmarks the total compensation of **Ms Ann Garson, Executive Director / CEO** (\$37,656) against **every comparable organization** that fit the selection criteria — **310** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

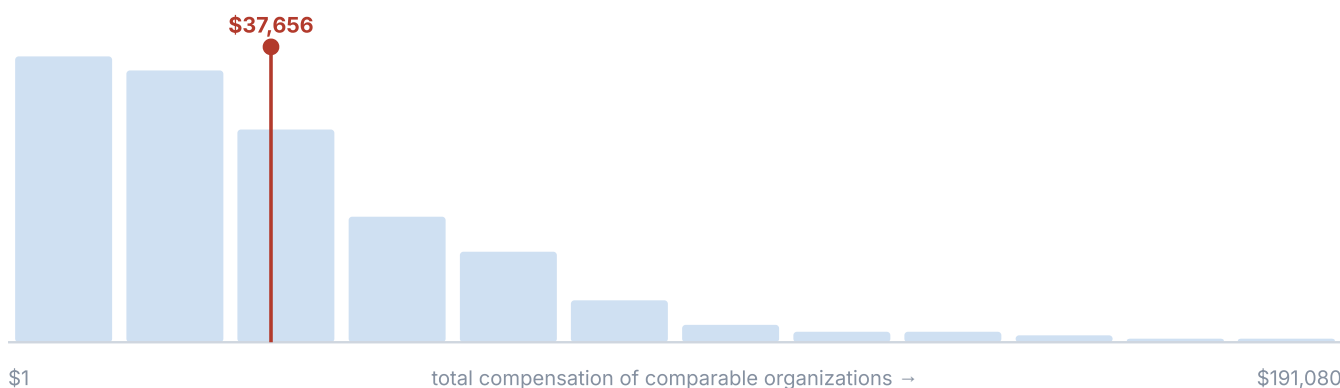
Benchmarked executive: Ms Ann Garson — reported title "ASST SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

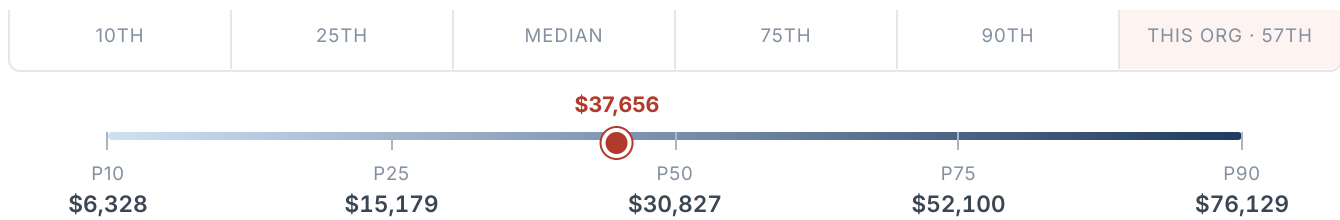
- SECTOR** Organizations sharing the subject's NTEE classification (S12).
- BUDGET** Total revenue between \$60,326 and \$135,058 — 0.67x to 1.50x the subject's \$90,039 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

310 organizations qualified on sector, size, and geography → **310** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,328	\$15,179	\$30,827	\$52,100	\$76,129	\$37,656
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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 OH 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
Tiuny Holdings Inc	NY	\$89,861	Secretary	\$32,609	\$27,821	2023
Grow Spink Inc	SD	\$89,853	Executive Director	\$48,000	\$50,016	2023
Bizworks Enterprise Center	VA	\$90,466	Executive Director	\$65,048	\$56,113	2025
Yvonne Perkins Legacy Fund Inc	IN	\$91,002	President And Director	\$7,923	\$7,663	2024
Minnesota Indigenous Business Alliance	MN	\$89,029	Former Executive Director	\$69,553	\$63,027	2024
Owsley County Action Team Incorporated	KY	\$88,763	Executive Direc	\$32,000	\$31,528	2024
Sakan Community Resources Inc	MN	\$91,376	Managing Director	\$70,475	\$63,862	2024
Namc-dallas Fortworth Chapter Inc	TX	\$88,494	President	\$14,000	\$13,222	2023
The Virginia Fccla Leadership Foundation Inc	VA	\$88,204	Treasurer	\$6,000	\$5,176	2025
Baxter Snowmobile Club Inc	MN	\$88,161	Gambling Mgr	\$14,682	\$13,304	2024
Mat-su Cabaret Hotel Restaurant	AK	\$92,053	Executive Dir.	\$39,300	\$34,456	2024
Washington Contract Firefighters Association	WA	\$92,115	President / Instructor	\$9,870	\$8,343	2023
Oliver Ranch Foundation	CA	\$87,868	Treasurer	\$11,145	\$8,825	2024
Escambia County Medical Society	FL	\$92,289	Executive Director	\$66,000	\$56,859	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Upstate Minority Economic Alliance Inc	NY	\$87,190	Executive Director Thru July 2024	\$57,755	\$47,861	2024
Eky Heritage Foundation Inc	KY	\$86,871	Executive Director	\$66,154	\$67,104	2023
Quality Life Blueprint	NC	\$93,278	Executive Director	\$31,154	\$29,520	2024
Sustain Equity Group	VA	\$93,525	Executive Director	\$35,460	\$32,326	2023
Sprocket Mural Works Inc	PA	\$86,249	Executive Dir	\$11,475	\$10,494	2024
Ocpc Regional Operation & Management Inc	MA	\$86,170	Executive Director	\$20,100	\$17,053	2023
Dealcpc Network Inc	NY	\$85,900	Executive Director	\$28,800	\$24,571	2023
Resource Development Center	CA	\$94,200	Board Member	\$28,932	\$23,588	2023
Davis Chamber Of Commerce	OK	\$94,341	Director	\$37,040	\$37,403	2024
Robert J Min Md Pc	NY	\$85,688	President	\$51,748	\$42,882	2024
Overland Park Chamber Foundation	KS	\$85,551	President	\$32,826	\$32,522	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 310 organizations. Compensation range \$1–\$191,080; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$90,039); for reference, expenses \$130,852 and assets \$1,553,371. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Ms Ann Garson, reported title "ASST SECRETARY", 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	95 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	57 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	80 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 (Ms Ann Garson) 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 310 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,656 is reasonable (approximately the 57th 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.