

Peggy & John Garson Family Foundation

Executive Director / CEO

EIN 341916905
OH · NTEE T113
FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Barry Reis, Executive Director / CEO** (\$40,331) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Barry Reis — reported title "TREASURER THRU 10/6/2022", 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 (T113).

BUDGET Total revenue between \$284,990 and \$638,038 — 0.67x to 1.50x the subject's \$425,359 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography → **58** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,499	\$16,324	\$31,838	\$58,274	\$92,981	\$40,331
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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
Powerquest Worldwide Ltd	NC	\$426,209	President	\$85,000	\$82,922	2023
Make-a-wish Foundation Guam	GU	\$416,583	President Ceo	\$72,931	\$70,839	2024
The Israel & Sylvia Goldberg Family	AL	\$434,176	Secretary	\$8,500	\$8,421	2024
Gray Family Foundation	OR	\$435,106	Asst Treasurer/asst Secretary	\$85,232	\$72,587	2024
Oakleaf Endowment Trust For	MN	\$436,736	Chair	\$115,676	\$104,821	2024
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$8,332	2023
Casa Esperanza Endowment Foundation	NM	\$445,205	Executive Di	\$53,041	\$52,317	2024
River Valley Charter School Foundation	MA	\$446,702	Committee Member	\$15,327	\$12,306	2025
Dane County Multi-agency Center Inc	WI	\$450,061	Co-president	\$33,572	\$32,154	2024
Pearlstone Family Fund Inc	MD	\$400,400	President & Public Dir. Until 07/24	\$30,197	\$25,890	2024
The Hoffer Family Foundation	AZ	\$400,217	President	\$11,071	\$9,764	2024
Fwrn Support Corporation	IN	\$458,024	Ceo	\$40,226	\$38,902	2024
Colorado Springs Child Nursery Ctr Foundation	CO	\$461,370	Trustee	\$27,807	\$24,452	2024
Toulouse Commercial Inc	LA	\$388,480	Secretary	\$11,380	\$11,492	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Fallen Officer Foundation	TX	\$387,292	President	\$50,805	\$46,605	2024
United Way Of Lincoln And Lancaster	NE	\$379,956	Executive Director	\$19,636	\$18,869	2025
Lindengrove Foundation Inc	WI	\$474,792	Ceo	\$31,737	\$31,294	2023
Presidents Athletic Conference	PA	\$482,308	Pac Commissioner	\$178,137	\$167,723	2023
Alliance Initiatives Fund Inc	IN	\$367,694	President & Ceo Cfa	\$13,510	\$13,451	2023
Pipkin Charitable Foundation	CA	\$366,135	Board Member	\$34,044	\$27,755	2023
California Foundation For Commerce	CA	\$365,791	President	\$78,818	\$62,415	2024
The Henry Mize Charitable	MS	\$487,553	Director	\$300	\$315	2023
Barnett Family Support Foundation	MI	\$359,690	Treasurer	\$25,219	\$24,576	2023
Youth Emergency Services Foundation	WY	\$491,033	Executive Di	\$94,424	\$92,725	2024
Mental Health Association In Essex	NY	\$359,306	Executive Director	\$10,000	\$8,532	2023

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 58 organizations. Compensation range \$315–\$465,123; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$425,359); for reference, expenses \$228,475 and assets \$1,267,333. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Barry Reis, reported title " <i>TREASURER THRU 10/6/2022</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	46 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	69 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	74 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 (Barry Reis) 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 58 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$40,331 is reasonable (approximately the 69th 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.