

Mccaw Family Foundation Inc

Executive Director / CEO

EIN 352057394

IN · NTEE T112

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Tamara Winfrey-harris, Executive Director / CEO** (\$65,459) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

Benchmarked executive: Tamara Winfrey-harris — reported title "DIRECTOR", 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 (T112).
BUDGET	Total revenue between \$136,573 and \$305,761 — 0.67x to 1.50x the subject's \$203,841 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,826	\$19,957	\$29,178	\$55,000	\$85,677	\$65,459
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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 IN 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
William & Barbara Fitzgerald Family Fdn	NE	\$202,231	Director	\$19,567	\$19,957	2024
Commonwealth Corporation Foundation	MA	\$206,047	President/ceo (04/23)	\$25,988	\$22,799	2023
San Diego Harbor Police Foundation Inc	CA	\$200,123	Ceo	\$116,274	\$95,208	2024
Simon Family Foundation	VA	\$199,160	Secretary	\$5,470	\$5,008	2024
Parc Endowment Fund li	FL	\$198,642	Trustee/parc President & Ceo	\$12,085	\$10,766	2024
Chortek Weisman Family Foundation	CA	\$209,916	Vice President	\$67,184	\$56,637	2023
The Reis Bisor Foundation	TX	\$193,196	Treasurer	\$29,957	\$28,416	2024
The Ku Endowment Charitable Gift Fund	KS	\$216,011	President (Ending Aug 2022)	\$673,249	\$710,078	2023
216 Somerset Company	PA	\$216,909	Member (Thru 3/11/23)	\$32,967	\$32,096	2023
Shuchman Lesser Foundation Co Silicon Valley Community Foundation	CA	\$190,741	Secretary	\$34,612	\$29,178	2023
Simi Valley Hospital Foundation	CA	\$218,133	Executive Dir.	\$57,720	\$48,659	2023
Rural Oklahoma Community Foundation	OK	\$188,073	Trustee	\$36,220	\$38,937	2023
Community Foundation Realty Inc	LA	\$186,777	President/director	\$75,968	\$79,323	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rocket Boosters	MN	\$221,768	Director	\$6,000	\$5,788	2023
Bgccf Nmtc Inc	FL	\$184,000	President/ceo (Thru 08/2023)	\$37,813	\$33,685	2024
Albertina Kerr Centers Foundation	OR	\$224,363	Ceo (Beginning 7/2022)	\$4,251	\$3,854	2023
Richman Family Foundation Inc	MD	\$225,830	President & Public Director	\$44,135	\$40,283	2023
Northcrest Foundation	IA	\$228,134	Ceo	\$12,284	\$13,131	2023
Community Resources Capital Foundation	NY	\$177,326	Ceo	\$81,138	\$69,525	2024
Cape Cod Tech Foundation Inc	MA	\$230,754	Clerk/execut	\$27,000	\$22,414	2025
Avon Education Foundation	IN	\$231,119	Executive Dir.	\$55,000	\$55,000	2024
Pathstone Foundation	NY	\$176,396	Cfo Of Pathstone Corp	\$15,863	\$13,593	2024
The Fertel Foundation	LA	\$175,661	Director	\$58,114	\$60,681	2024
Butler Hospital Foundation	RI	\$174,059	Director - President/ceo/cne	\$32,601	\$29,643	2024
Friends Of The Children's Justice Center	HI	\$169,571	Program Manager (Thru 6/24)	\$36,433	\$30,931	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	57 organizations. Compensation range \$748–\$710,078; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$203,841); for reference, expenses \$82,745 and assets \$2,036,567. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tamara Winfrey-harris, reported title " <i>DIRECTOR</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	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	82 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	51 st

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 (Tamara Winfrey-harris) 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 57 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,459 is reasonable (approximately the 82nd 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.