

Goodman Supporting Foundation

Executive Director / CEO

EIN 364018187
 IL · NTEE T22Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jay Tcath, Executive Director / CEO** (\$143,538) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

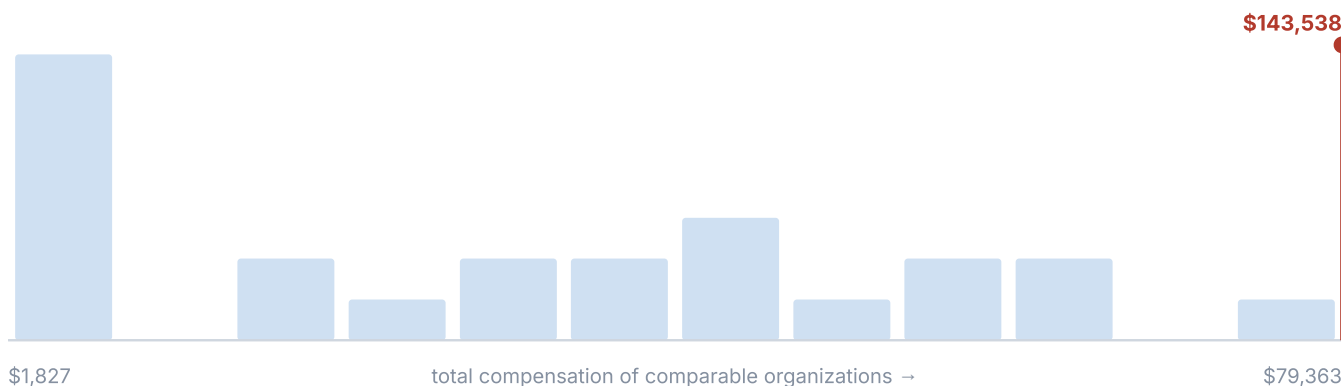
Benchmarked executive: Jay Tcath — reported title "VICE PRESIDENT & TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T22Z).
- BUDGET** Total revenue between \$7,137 and \$15,979 — 0.67x to 1.50x the subject's \$10,653 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,583	\$6,085	\$33,138	\$46,959	\$62,198	\$143,538
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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 IL 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
The Judith And Michael Berman Foundation	MN	\$10,747	Director	\$38,377	\$39,712	2023
Scholnick Family Foundation	OH	\$10,098	Treasurer	\$40,331	\$44,733	2023
Community Foundation Real Estate	NC	\$9,804	Vp & Secretary	\$29,355	\$31,764	2023
Huhlein Memorial Trust	MI	\$9,758	Co-trustee	\$4,401	\$4,621	2024
Allen A Bailey Endowment	NC	\$9,405	Exec Dir - N	\$1,688	\$1,827	2023
Otis Wilson Charitable Association	IL	\$9,311	President	\$4,767	\$4,908	2023
Howe Family Foundation	KS	\$9,293	President, Ceo, & Secretary	\$6,270	\$6,890	2024
Community Vision Inc	DC	\$9,218	President	\$21,263	\$18,979	2024
Joel H & Lorraine Shapiro Family	MI	\$12,426	Treasurer	\$26,189	\$27,496	2024
De Nosotros Foundation Inc	MA	\$8,745	President	\$5,610	\$5,280	2023
Wings Over Memphis Inc	TN	\$8,684	President	\$4,155	\$4,574	2023
Dan River Non-profit Network	VA	\$8,575	Executive Director	\$62,965	\$63,666	2023
Linder Pine Supporting Org	GA	\$12,936	Trustee	\$43,022	\$45,301	2023
Model Transitions Foundation	CA	\$8,273	President/ceo (Started 11/14/22)	\$3,439	\$3,110	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Howard Fund	TN	\$8,089	President - Comm. Fndn. Gr. Chatt.	\$32,548	\$34,800	2024
Prairie Minerals Foundation	IL	\$13,570	Asst. Treasurer & Asst. Secretary	\$48,056	\$48,056	2024
Cns Healthcare Foundation	MI	\$13,950	Director	\$43,682	\$45,861	2024
Kay Andrews Educational Foundation	FL	\$7,340	Officer	\$55,000	\$56,326	2022
For The Children Foundation	MO	\$14,284	Executive Director	\$71,553	\$79,363	2023
Ycc Foundation	UT	\$14,482	Executive Di	\$14,654	\$15,706	2023
Pancratz Family Foundation	ND	\$14,648	Secretary/treasurer	\$29,687	\$33,138	2024
Friends Of Community Memorial Hospital - Foundation For Illinois Colonial And	IL	\$14,904	Anderson Healthcare Ceo	\$54,685	\$54,685	2024
	IL	\$15,056	Executive Director	\$63,000	\$64,861	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 23 organizations. Compensation range \$1,827–\$79,363; filing years 2022–2024.

SIZE BASIS	Matched on total revenue (\$10,653); for reference, expenses \$1,050,158 and assets \$833,484. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jay Tcath, reported title " <i>VICE PRESIDENT & TREASURER</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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Jay Tcath) 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 23 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,538 is reasonable (approximately the 100th 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.