

# Apron Inc

Executive Director / CEO

EIN 453445756

KY · NTEE P60

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Gary Fox, Executive Director / CEO** (\$21,000) against **every comparable organization** that fit the selection criteria — **97** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Gary Fox — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P60).

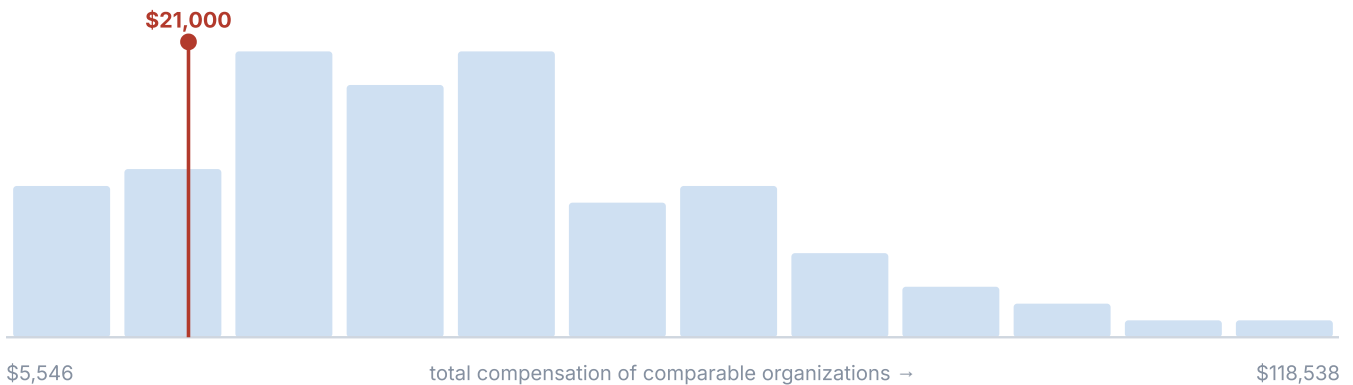
**BUDGET** Total revenue between \$188,813 and \$422,716 — 0.67x to 1.50x the subject's \$281,811 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

**97** organizations qualified on sector, size, and geography

→ **97** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,035	\$27,452	\$41,860	\$57,969	\$77,910	\$21,000
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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 KY 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="#">Alzheimer's Outreach Center</a>	GA	\$282,549	Agency Direc	\$24,716	<b>\$23,131</b>	2023
<a href="#">A Place For Grace Ministries Inc</a>	FL	\$284,078	Director	\$51,470	<b>\$43,714</b>	2024
<a href="#">Elmington Elevates Inc</a>	TN	\$286,774	Executive Di	\$94,714	<b>\$90,008</b>	2024
<a href="#">The Women Of My Hope Inc</a>	LA	\$287,046	Ceo	\$50,048	<b>\$51,295</b>	2023
<a href="#">Val Verde Border Humanitarian Coalition</a>	TX	\$276,259	Foundation Mgr.	\$63,807	<b>\$57,704</b>	2024
<a href="#">Progressive Maryland Inc</a>	MD	\$287,634	Executive Director	\$111,625	<b>\$97,135</b>	2023
<a href="#">Reveal Resource Center</a>	TX	\$288,015	Executive Di	\$35,000	<b>\$30,837</b>	2025
<a href="#">Church Response</a>	SD	\$274,777	Pantry Manager	\$21,546	<b>\$22,133</b>	2023
<a href="#">Greater Spartanburg Ministries Inc</a>	SC	\$289,922	Exec. Dir.	\$104,645	<b>\$98,698</b>	2024
<a href="#">Loving Bottoms Diaper Bank</a>	IL	\$291,396	Executive Director	\$29,655	<b>\$27,136</b>	2023
<a href="#">Rockdale Emergency Relief Fund Inc</a>	GA	\$266,480	Director	\$40,000	<b>\$35,424</b>	2025
<a href="#">Abrahams House</a>	WA	\$266,383	Director	\$83,000	<b>\$69,167</b>	2023
<a href="#">Hebrew Free Loan Association Of Washington State</a>	WA	\$265,618	Executive Director	\$38,200	<b>\$30,920</b>	2024
<a href="#">Michael R Walker Foundation</a>	PA	\$300,134	Executive Director	\$83,555	<b>\$77,556</b>	2023
<a href="#">Saint Francis Center Of The City Of Long</a>	CA	\$262,475	Executive Dir.	\$32,400	<b>\$26,041</b>	2023
<a href="#">The Next Step Center Inc</a>	PA	\$302,072	Executive Di	\$57,440	<b>\$51,786</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Christian Community Action Inc</a>	LA	\$303,672	Executive Director	\$46,251	<b>\$44,856</b>	2025
<a href="#">The Cause Foundation</a>	AZ	\$304,457	Staff Admini	\$47,280	<b>\$41,109</b>	2024
<a href="#">Love Chatham</a>	NC	\$258,776	Executive Dir.	\$42,068	<b>\$40,459</b>	2023
<a href="#">The Helping Hand Of Greater Little Rock Inc</a>	AR	\$257,350	Executive Director	\$42,000	<b>\$42,681</b>	2024
<a href="#">Feeding The Spirit</a>	PA	\$256,499	Executive Di	\$24,000	<b>\$22,277</b>	2023
<a href="#">Sergeants Benevolent Association</a>	NY	\$256,006	Controller	\$13,186	<b>\$11,090</b>	2023
<a href="#">Orange Christian Services Inc</a>	TX	\$309,234	Executive Director	\$30,960	<b>\$27,999</b>	2024
<a href="#">Good Neighbors Of Blount County</a>	TN	\$253,975	Executive Director	\$45,000	<b>\$44,027</b>	2023
<a href="#">Life And Independence For Today</a>	PA	\$309,671	Executive Di	\$72,274	<b>\$65,160</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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** 97 organizations. Compensation range \$5,546–\$118,538; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$281,811); for reference, expenses \$214,967 and assets \$394,749.

**ROLE MATCH** Gary Fox, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	12 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	9 <sup>th</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 (Gary Fox) 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 97 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,000 is reasonable (approximately the 13<sup>th</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.