

Natural Womanhood

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Gerard Migeon, Executive Director / CEO** (\$107,459) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

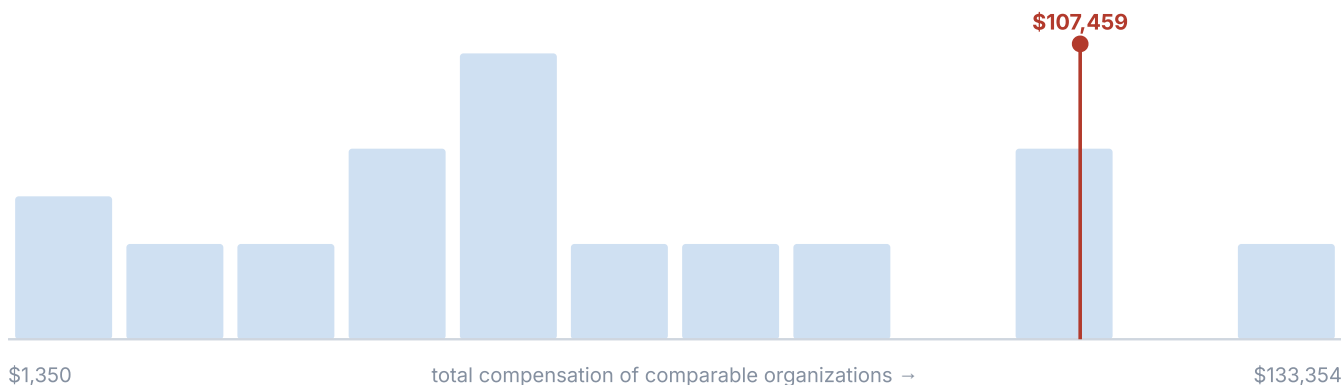
Benchmarked executive: Gerard Migeon — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$311,394 and \$697,152 — 0.67x to 1.50x the subject's \$464,768 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90) + TX + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,084	\$34,425	\$51,600	\$79,692	\$109,554	\$107,459
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 TX 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
Achieving Community Task Successfully	TX	\$449,491	Executive Director	\$18,000	\$18,532	2023
Generation Serve	TX	\$484,832	Executive Director	\$45,769	\$47,121	2023
Each One Teach One Inc	TX	\$494,569	Executive Dir.	\$35,522	\$35,522	2024
Oaks Tutorials	TX	\$498,549	Head Of School	\$30,000	\$29,227	2025
Texas Alternative Home School	TX	\$510,339	Founder Ceo	\$133,354	\$133,354	2024
Rage Ministries Inc	TX	\$414,272	Pres	\$110,000	\$110,000	2024
Monarch Academy	TX	\$516,472	Ceo	\$35,336	\$34,425	2025
Serna Marymount Community	TX	\$521,042	Executive Di	\$101,127	\$101,127	2024
Rideshare 2 Vote Aware	TX	\$406,430	Executive Director	\$79,692	\$79,692	2024
Propane Council Of Texas	TX	\$525,970	Exec.dir-tpga	\$31,925	\$31,925	2024
Southwest Transplant Alliance Foundation	TX	\$402,247	Director	\$59,666	\$59,666	2024
Christ Together Greater Austin	TX	\$395,587	Executive Di	\$51,083	\$49,766	2025
True North Parent Partnership	TX	\$392,816	Executive Director	\$37,470	\$38,577	2023
Philanthropy Kids	TX	\$540,135	Ceo	\$17,793	\$17,793	2024
Stand Together Against Racism And	TX	\$560,728	Executive Vp	\$62,500	\$62,500	2024
The Well Stem Education	TX	\$562,804	Executive Di	\$38,600	\$38,600	2024
Brighter Rays Of Hope	TX	\$363,507	President	\$69,084	\$69,084	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fredericksburg Education Initiative Inc	TX	\$349,439	Executive Director	\$89,034	\$86,739	2025
Wonderworks	TX	\$344,059	Executive Director	\$47,000	\$47,000	2024
La Porte Education Foundation	TX	\$334,660	Executive Director	\$112,339	\$109,443	2025
Katelle Foundation Inc	TX	\$604,603	Director	\$4,250	\$4,250	2024
Mexican American School Board Members Association	TX	\$607,429	Executive Director	\$109,050	\$109,050	2024
School Discovery Network	TX	\$318,228	Executive Dir.	\$69,263	\$69,263	2024
Jordanian American Physicians Inc	TX	\$638,225	Director	\$1,350	\$1,350	2024
Repair The Breach Ministries	TX	\$645,995	Daycare Director Board Member #2	\$53,120	\$54,689	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	29 organizations. Compensation range \$1,350–\$133,354; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$464,768); for reference, expenses \$469,652 and assets \$171,207.
ROLE MATCH	Gerard Migeon, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	76 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 (Gerard Migeon) 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 29 similarly situated organizations (Same NTEE sector (B90) + TX + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,459 is reasonable (approximately the 83rd 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.