

# The Jennifer Bush-lawson Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Garrity, Executive Director / CEO** (\$18,750) against **every comparable organization** that fit the selection criteria — **101** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34<sup>th</sup>** percentile of comparable organizations within the typical range

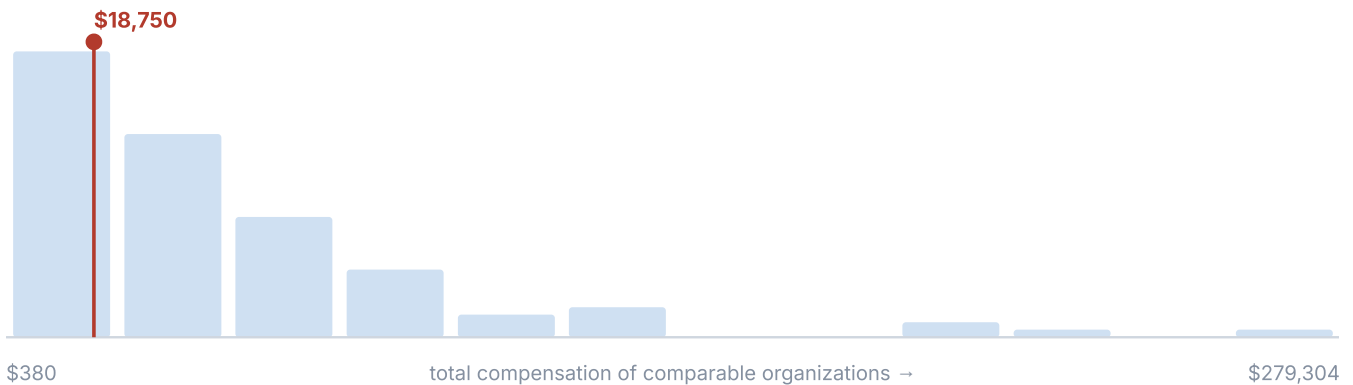
**Benchmarked executive:** Kelly Garrity — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$86,984 and \$194,742 — 0.67x to 1.50x the subject's \$129,828 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**101** organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,070	\$13,024	\$33,559	\$61,315	\$105,563	\$18,750
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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 VA 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="#">Hebrew Free Loan Association Of Austin Inc</a>	TX	\$129,816	Operations Manager	\$25,635	<b>\$27,342</b>	2023
<a href="#">Carrollton Police Officers Association Charities</a>	TX	\$129,728	President	\$2,600	<b>\$2,624</b>	2025
<a href="#">Cancer Fashionista Foundation Inc</a>	NJ	\$130,536	President	\$85,450	<b>\$81,350</b>	2023
<a href="#">Simsbury Community Television Inc Eno Memorial Hall</a>	CT	\$130,907	Station Manager	\$51,719	<b>\$50,223</b>	2024
<a href="#">Foundation For A Greater Greenwood</a>	SC	\$130,943	Executive Di	\$52,885	<b>\$58,828</b>	2023
<a href="#">Civic Council Foundation</a>	MO	\$131,500	President	\$40,765	<b>\$46,038</b>	2023
<a href="#">Wetherington Foundation Inc</a>	FL	\$128,033	Secretary	\$39,021	<b>\$37,965</b>	2024
<a href="#">Global Blood Fund</a>	OK	\$127,949	Contract Executive Director	\$171,250	<b>\$195,299</b>	2024
<a href="#">Pipe Fitters Association Local 597</a>	IL	\$132,072	Executive Director	\$134,713	<b>\$137,165</b>	2024
<a href="#">The Arc Of Mercer County Foundation</a>	PA	\$127,084	Ceo	\$13,218	<b>\$14,055</b>	2023
<a href="#">Kessler Family Foundation</a>	CA	\$133,280	Assistant Treasurer	\$50,736	<b>\$45,374</b>	2024
<a href="#">Liberty Isd Education Foundation Inc</a>	TX	\$124,742	Ex-foundation Coordinator	\$15,120	<b>\$15,664</b>	2024
<a href="#">Touchstone Foundation</a>	PA	\$124,491	Executive Director	\$5,792	<b>\$5,982</b>	2024
<a href="#">Williamsburg Area Chamber Of Commerce</a>	VA	\$135,486	Ceo	\$12,486	<b>\$12,855</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Roivant Social Ventures Inc</a>	NY	\$123,893	Director, President And Ceo	\$298,442	<b>\$279,304</b>	2024
<a href="#">Masonic Health System Of Foundation For Excellence</a>	MA	\$123,712	President & Ceo	\$66,253	<b>\$63,482</b>	2023
<a href="#">Gene Spotlight Inc</a>	MI	\$123,351	Executive Dir.	\$38,520	<b>\$40,116</b>	2025
<a href="#">The Doris And Isaac Moinester Foundation</a>	FL	\$123,316	President	\$30,000	<b>\$29,188</b>	2024
<a href="#">Steuben Arc Foundation Inc</a>	NY	\$136,925	Trustee	\$61,509	<b>\$59,265</b>	2023
<a href="#">Great Plains Life Foundation Inc</a>	NY	\$138,414	Executive Director & Vp	\$25,894	<b>\$24,234</b>	2024
<a href="#">John And Lillian Miles Lewis Foundation</a>	IL	\$138,434	Dir Development	\$49,495	<b>\$50,396</b>	2024
<a href="#">Valeo Foundation</a>	GA	\$119,908	Interim Ceo (Last Day 5/21/23)	\$196,325	<b>\$210,485</b>	2023
<a href="#">Leroy Community Foundation</a>	KS	\$119,722	Related Entity Ceo (Thru 8/24)	\$11,103	<b>\$12,423</b>	2024
<a href="#">Capital Manor Foundation</a>	MN	\$140,493	Gambling Manager	\$12,750	<b>\$13,048</b>	2024
	OR	\$118,796	Dir. Of Finance	\$1,916	<b>\$1,898</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **101** organizations. Compensation range \$380–\$279,304; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$129,828); for reference, expenses \$75,154 and assets \$127,382. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kelly Garrity, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	34 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	34 <sup>th</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Kelly Garrity) 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 101 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,750 is reasonable (approximately the 34<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.