

The Langford Family Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tamara Langford Bereza, Executive Director / CEO** (\$5,113) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Tamara Langford Bereza — 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 (T20).

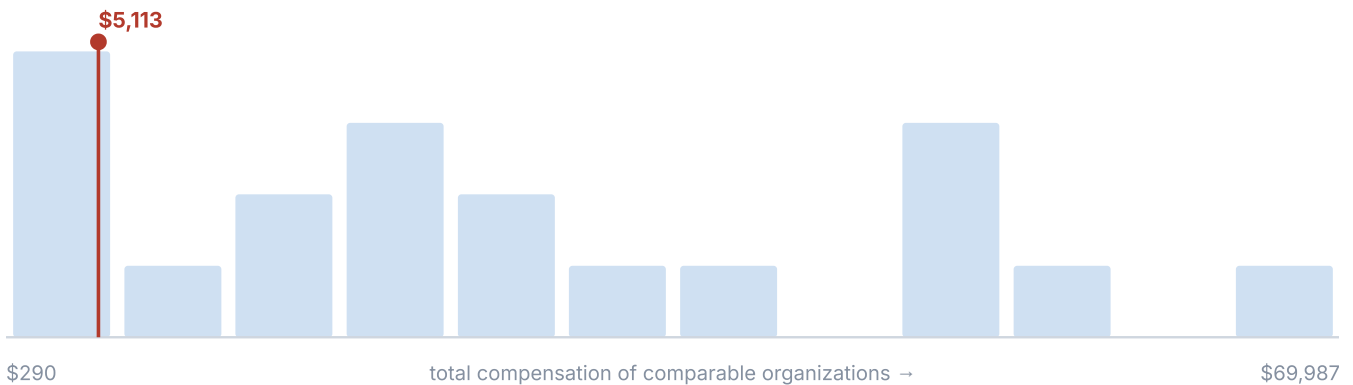
BUDGET Total revenue between \$73,788 and \$165,198 — 0.67x to 1.50x the subject's \$110,132 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,897	\$9,676	\$23,022	\$41,728	\$52,923	\$5,113
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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 FL 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
Ancor Foundation Inc	VA	\$109,806	Chief Executive Officer	\$66,140	\$69,987	2023
The Mabel Fire Dept Relief Association	MN	\$101,861	Gambling Manager	\$5,600	\$5,890	2024
The Dove Foundation	VA	\$98,402	President	\$458	\$471	2024
Interfaith Caregivers Inc	NY	\$122,420	Executive Director	\$57,046	\$56,493	2023
Stanley J Bushman Supporting Foundation	KS	\$97,738	President & Ceo	\$16,608	\$19,099	2024
Maxwell And Marjorie Jospey	MI	\$94,989	Treasurer	\$26,189	\$28,775	2024
Pediatric Foundation Of Georgia	GA	\$94,850	Executive Di	\$21,509	\$23,022	2024
Architectural Woodwork Institute	VA	\$128,460	Secretary	\$45,856	\$47,131	2024
Pennsylvania Cable &	PA	\$91,560	Executive Di	\$47,131	\$50,031	2024
Ann Lib And Bernard Kozel	NY	\$91,171	Secretary	\$30,887	\$29,710	2024
Greenwood Heritage Foundation	SC	\$129,555	President/ceo	\$45,508	\$52,030	2023
Eleanor And Henry Jansen Foundation	WA	\$83,352	Executive Director	\$4,988	\$4,754	2024
The Anne K Raikos Charitable	MO	\$79,645	Trustee	\$250	\$290	2023
Friends Of Fmc Foundation Inc	MT	\$141,318	Foundation Director	\$17,481	\$20,059	2024
Frank & Kathleen Blair & Christine	MD	\$141,614	President	\$7,000	\$6,966	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Education Foundation Of Greenville	MI	\$142,913	Executive Di	\$11,273	\$12,386	2024
Forte For Children	CA	\$75,706	Executive Director	\$15,000	\$13,788	2024
Renaissance Newark Foundation Inc	NJ	\$145,804	Past Secretary	\$24,905	\$23,670	2024
Bunny And Alan Bernstein Family	MD	\$160,864	Public Director	\$36,499	\$36,324	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	19 organizations. Compensation range \$290–\$69,987; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$110,132); for reference, expenses \$65,488 and assets \$1,207,982. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tamara Langford Bereza, 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	13 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	16th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	5 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 (Tamara Langford Bereza) 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 19 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$5,113 is reasonable (approximately the 16th 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.