

This analysis benchmarks the total compensation of **B Garske, Executive Director / CEO** (\$42,288) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: B Garske — reported title “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 (T30).

BUDGET Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,086	\$17,945	\$45,152	\$59,851	\$90,807	\$42,288
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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 OR 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
Ernest Lieblich Foundation	CA	\$0	Board Member	\$57,080	\$51,552	2024
The Venice Endowment Inc	FL	\$0	President/ceo	\$28,165	\$27,674	2024
Gulf Coast Strategic Investments Inc	FL	\$0	President	\$28,165	\$27,674	2024
Woodrun Foundation	MI	\$0	Treasurer	\$26,189	\$28,273	2024
National Black Trans Advocacy Coalition	TX	\$0	Executive Director	\$92,875	\$94,666	2025
Valleycare Senior Housing Inc	CA	\$0	President & Ceo	\$284,122	\$256,609	2024
Jewish Family & Children's Foundation	MA	\$0	Chief Executive Officer	\$9,110	\$8,563	2024
March Foundation	TN	\$0	President	\$50,479	\$54,067	2025
Germantown United Methodist Church Found	TN	\$0	President	\$50,479	\$54,067	2025
United Way Foundation Of Central Wa	WA	\$0	Secretary	\$99,350	\$93,035	2024
The Community Builders Charitable Trust	MA	\$0	Trustee	\$45,315	\$42,591	2024
Ncf Giving Inc	TX	\$0	President	\$44,237	\$46,283	2024
J A Turner Family Foundation	NC	\$0	Member	\$258,355	\$279,211	2024
Isles Community Foundation Inc	NJ	\$0	Managing Director	\$18,711	\$17,473	2024
Charitable Gift Foundation	AL	\$0	Executive Director	\$5,346	\$6,041	2024
Seymour Family Foundation	NC	\$0	Member - Outgoing	\$48,258	\$52,153	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Neubauer Family Charitable Trust	CA	\$0	Secretary	\$90,823	\$82,028	2024
Empower Dallas Foundation Inc	TX	\$0	President	\$13,576	\$14,205	2024
Southeast Michigan Opportunity Trust	MI	\$0	Co-trustee	\$64,903	\$70,068	2024
Greater St Louis Real Estate Foundation	MO	\$0	Secretary	\$14,923	\$16,532	2024
Metropolitan Foundation Of Atlanta Inc	GA	\$0	President	\$82,016	\$86,254	2024
Ase Educational Foundation	MI	\$0	Ceo & Pres	\$36,711	\$39,633	2024
Altenheim Properties Inc	OH	\$0	Ceo	\$34,261	\$37,954	2024
The Witte Foundation	TX	\$0	President	\$497	\$520	2024
The Coastal Georgia Foundation	GA	\$0	Secretary	\$5,829	\$6,130	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 46 organizations. Compensation range \$520–\$279,211; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$0); for reference, expenses \$0 and assets \$3,724,728.

ROLE MATCH B Garske, reported title *"TREASURER"*, 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 43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	43 rd

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 (B Garske) 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 46 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,288 is reasonable (approximately the 43rd 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.