

# Ronald Mcdonald House Trust Fund

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Nathan Graham, Executive Director / CEO** (\$31,964) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

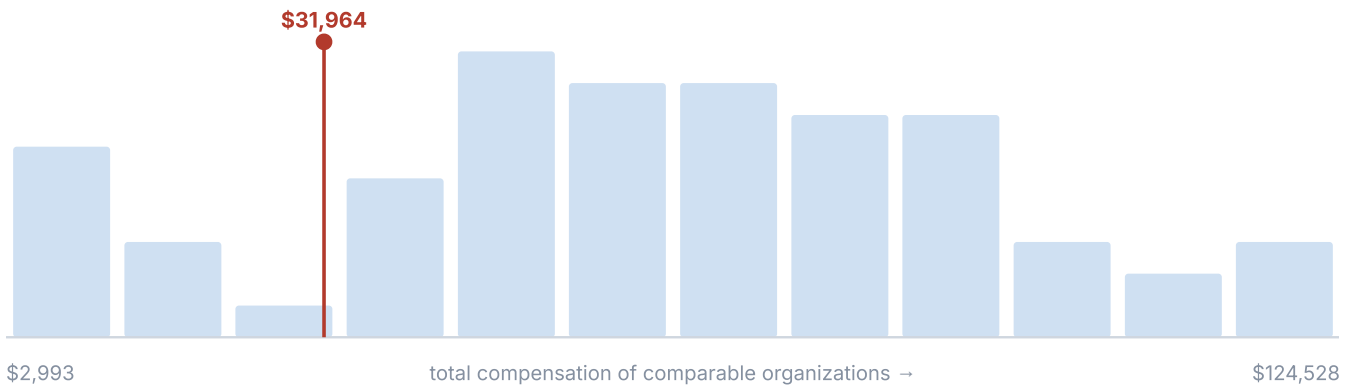
**Benchmarked executive:** Nathan Graham — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

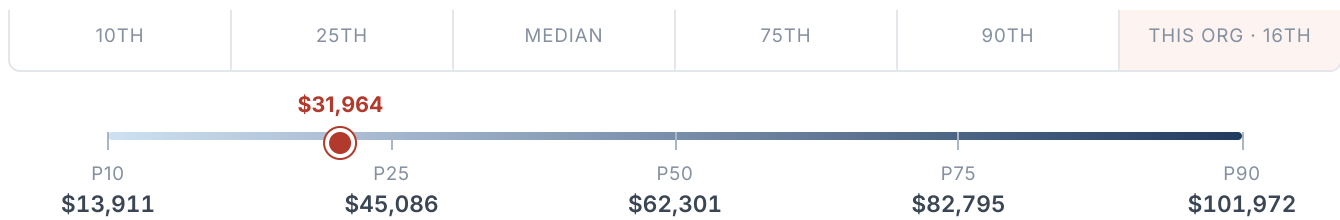
SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$306,376 and \$685,918 — 0.67x to 1.50x the subject's \$457,279 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

**62** organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,911	\$45,086	\$62,301	\$82,795	\$101,972	\$31,964
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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="#">In The Pink Boutique Inc</a>	FL	\$455,848	Ceo & Direct	\$40,200	<b>\$35,151</b>	2024
<a href="#">Aunt Susie's Cancer Wellness Center</a>	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	<b>\$5,217</b>	2024
<a href="#">Parents And Friends Of Children</a>	AR	\$465,334	Executive Director	\$114,680	<b>\$123,527</b>	2023
<a href="#">Patrick Place-a Comfort Care Home Inc</a>	NY	\$465,622	House Director	\$43,182	<b>\$36,319</b>	2024
<a href="#">Kaitlyn's Cottage Inc</a>	OH	\$447,376	Trustee/ceo	\$14,012	<b>\$13,814</b>	2024
<a href="#">Hanson House Foundation Inc</a>	CA	\$445,045	Executive Dir.	\$55,086	<b>\$45,582</b>	2023
<a href="#">Common Ground Society</a>	CA	\$438,922	—	\$114,708	<b>\$89,818</b>	2025
<a href="#">Sobriety Foundation</a>	UT	\$436,521	Advocate	\$12,734	<b>\$12,131</b>	2024
<a href="#">Open Arts Alliance Inc</a>	CT	\$435,833	Executive Dir.	\$3,846	<b>\$3,270</b>	2025
<a href="#">Power For Parkinsons</a>	TX	\$480,850	Executive Director/ex-officio Board Chair	\$85,000	<b>\$81,479</b>	2023
<a href="#">The Holiday Heroes Foundation Inc</a>	IL	\$433,342	Executive Di	\$82,500	<b>\$75,493</b>	2024
<a href="#">Care Fund</a>	AZ	\$483,071	Executive Di	\$114,045	<b>\$102,088</b>	2024
<a href="#">Kelly Anne Dolan Memorial Fund</a>	PA	\$483,691	Executive Director	\$87,000	<b>\$80,754</b>	2024
<a href="#">Healing Hoof Steps Corporation</a>	FL	\$487,946	Ceo	\$49,080	<b>\$42,915</b>	2024
<a href="#">Bumblebee Foundation Inc</a>	CA	\$494,061	Ex.dir./secr	\$64,500	<b>\$51,841</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Children Of Bellevue Inc</a>	NY	\$419,084	Executive Director Until 10/2024	\$148,058	<b>\$124,528</b>	2024
<a href="#">Neuroendocrine Cancer Foundation</a>	CA	\$418,963	Director, Executive Director, Treasurer	\$82,016	<b>\$65,919</b>	2024
<a href="#">Dream Day Foundation Inc</a>	LA	\$497,110	Executive Director	\$85,000	<b>\$87,118</b>	2024
<a href="#">Game Day Memories</a>	CO	\$498,282	President	\$66,183	<b>\$60,814</b>	2023
<a href="#">Chelsea Hicks Foundation</a>	OR	\$415,127	Ceo	\$78,090	<b>\$67,499</b>	2024
<a href="#">Griffin's Guardians Inc</a>	NY	\$404,424	President	\$61,462	<b>\$51,694</b>	2024
<a href="#">Domus Pacis Family Respite Inc</a>	CO	\$399,822	Executive Director	\$92,000	<b>\$84,535</b>	2023
<a href="#">Blue Skies Ministries Inc</a>	GA	\$521,602	Director	\$120,960	<b>\$113,205</b>	2024
<a href="#">Radiant Hope</a>	PA	\$391,173	Executive Director	\$59,500	<b>\$55,228</b>	2024
<a href="#">Victory Gallop Inc</a>	OH	\$523,717	Co-exec. Dir	\$82,038	<b>\$80,876</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 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 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** 62 organizations. Compensation range \$2,993–\$124,528; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$457,279); for reference, expenses \$29,293 and assets \$4,346,534. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Nathan Graham, reported title "*CHIEF EXECUTIVE OFFICER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	97 <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 (Nathan Graham) 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 62 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,964 is reasonable (approximately the 16<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 9, 2026.