

3 To 1 Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Wayne Dominick, Executive Director / CEO** (\$62,792) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

Benchmarked executive: Wayne Dominick — reported title “FOUNDATION DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T50).

BUDGET Total revenue between \$181,703 and \$406,798 — 0.67x to 1.50x the subject's \$271,199 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,987	\$25,887	\$53,611	\$83,228	\$116,588	\$62,792
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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
Serbian United Benevolent Society	CA	\$273,203	Secretary	\$4,200	\$3,522	2024
White Cane Foundation	NE	\$267,094	Executive Director	\$50,000	\$53,761	2023
Colorado Planned Giving Roundtable	CO	\$276,100	Executive Di	\$84,216	\$78,412	2024
Fay Ranches Community Foundation	MT	\$277,456	Executive Dir.	\$135,000	\$141,303	2024
Riverpsykhe Inc	CA	\$278,554	Director/pres.	\$20,800	\$17,440	2024
Amani Christian Community Development Corporation	PA	\$279,582	Executive Director	\$44,950	\$44,812	2023
Rose Garden Adult Day Services	AL	\$261,102	President	\$1,115	\$1,170	2024
Weakley County Joint Economic Development Corporation	TN	\$281,406	Ceo	\$185,000	\$183,956	2025
Indianapolis Hebrew Congregation	IN	\$283,012	Fnd Ex-officio & lhc Exec	\$19,948	\$21,030	2023
George Lopez Foundation	CA	\$288,848	Executive Director/secretary	\$171,000	\$143,378	2024
Lili Gc Foundation Corp	ID	\$297,604	Director	\$33,500	\$34,604	2024
Golden Hill Foundation Inc	CT	\$244,152	Ceo	\$41,336	\$38,745	2023
New Mexico Casa Association Inc	NM	\$241,336	Executive Director	\$100,000	\$104,437	2024
Gmr Foundation For Research & Educa	CO	\$304,932	Executive Di	\$59,978	\$55,844	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Texas Christian Ministries	TX	\$306,060	Executive Dir.	\$37,380	\$36,308	2024
Blue Tower Solutions Inc	IL	\$234,494	Co-director	\$85,192	\$81,326	2024
Keaton's Kindness Foundation Inc	OK	\$309,106	Executive Director	\$50,000	\$53,461	2024
Benevolent And Protective Order Of Elks 2083 Los Alamos	NM	\$233,155	Secretary	\$4,000	\$4,070	2025
Ddembe Inc	MS	\$231,395	Director	\$30,000	\$32,443	2024
Purple Flower Community Health & Wellness Foundation	TN	\$229,944	President	\$112,369	\$114,691	2024
Sports Creative Foundation	NY	\$229,314	Ceo	\$19,950	\$17,505	2024
Feeding The Fosters Inc	FL	\$225,810	President, Treasurer	\$37,500	\$33,325	2025
Poor Bishop Hooper Inc	MO	\$221,258	Executive Director	\$75,453	\$77,599	2024
Red Apple Edco	MO	\$321,457	Executive Director	\$92,678	\$98,130	2023
Luma Arts Initiative Inc	NY	\$218,180	President	\$30,000	\$26,323	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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 **72** organizations. Compensation range \$1,170–\$438,774; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$271,199); for reference, expenses \$121,752 and assets \$1,221,121. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Wayne Dominick, reported title " <i>FOUNDATION DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	58 th
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	53 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 (Wayne Dominick) 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 72 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,792 is reasonable (approximately the 58th 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.