

Good Bourbon For A Good Cuase

Executive Director / CEO

EIN 831173710

TX · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dan Garrison, Executive Director / CEO** (\$24,398) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

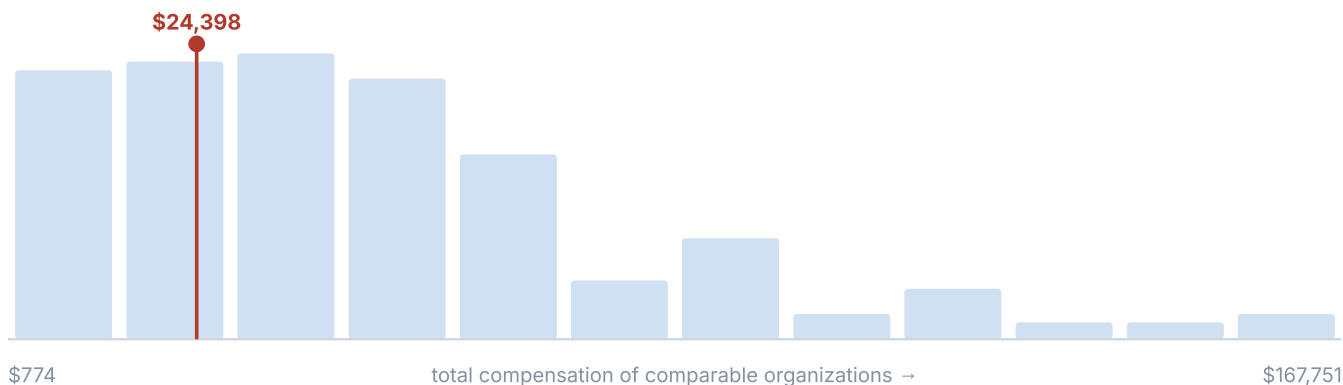
Benchmarked executive: Dan Garrison — reported title "DIRECTOR/PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$141,865 and \$317,608 — 0.67x to 1.50x the subject's \$211,739 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

187 organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,609	\$21,623	\$38,562	\$62,100	\$95,282	\$24,398
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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
Main Street Barberton Inc	OH	\$211,497	Executive Di	\$65,834	\$69,707	2024
Long Island Community Chest Inc	NY	\$211,429	Executive Director	\$30,000	\$27,100	2024
Oklahoma Blood Institute Foundation	OK	\$211,405	President & Ceo	\$85,934	\$94,596	2024
Lawrence Township Education Foundation	NJ	\$212,194	Executive Director (7/1/23 - 2/29/24)	\$52,500	\$46,860	2024
Friends Of Dangberg Home Ranch	NV	\$210,976	Executive Director	\$57,386	\$57,504	2024
Great Strides Long Island Inc	NY	\$212,536	Executive Director	\$16,800	\$15,176	2024
Trulight Ministries	OH	\$212,911	President/ex	\$19,248	\$20,380	2024
Jeremiah 2911 Inc	CO	\$213,036	President & Ceo	\$175,000	\$167,751	2024
The Power Of Play Charitable Fund	NC	\$213,405	Execuive Director	\$50,000	\$51,647	2024
Muscatine Chamber Of Commerce	IA	\$209,493	President/ce	\$3,906	\$4,165	2025
Wounded Heroes Of America	CA	\$214,144	President & Ceo	\$75,000	\$64,742	2024
De Marchena-huyke Foundation	CA	\$208,537	President & Ceo	\$24,000	\$20,183	2025
Asi - Austin Texas Inc	MN	\$215,876	President/tr	\$65,715	\$66,831	2023
Tallahassee Action Grants	FL	\$207,411	Executive Director	\$40,000	\$37,565	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Women's Fund Of Greater Chattanooga	TN	\$216,100	Executive Director	\$87,604	\$92,055	2024
White Swan Foundation Inc	VT	\$216,456	Executive Director	\$47,375	\$47,669	2024
Liberty County Manna House	GA	\$216,787	Director	\$43,000	\$44,499	2023
Foundation For Dubuque Public Schools	IA	\$205,992	Exec. Director As Of Jun 2023	\$32,939	\$37,120	2023
Heads Hearts & Hands Of Heartland Inc	FL	\$205,501	Ceo/executive Director	\$24,500	\$24,660	2022
Donald Driver Foundation Inc	WI	\$218,513	Vice President/treasurer	\$32,633	\$35,077	2023
Madav Xvii Foundation	OH	\$218,568	President/trustee	\$54,292	\$59,184	2023
American Charitable Trust Inc	AZ	\$204,431	Director And Chief Financial Officer	\$2,595	\$2,430	2025
Chatfield Firefighters Activities Associ	MN	\$219,515	President	\$1,000	\$988	2024
Public Health Fund Of Ohio	OH	\$219,629	President/secretary (Start 07/24)	\$12,174	\$12,890	2024
Gulf Coast Cares Inc	FL	\$203,803	President/ceo	\$24,866	\$24,042	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	187 organizations. Compensation range \$774–\$167,751; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$211,739); for reference, expenses \$240,317 and assets \$138,285.
ROLE MATCH	Dan Garrison, reported title " <i>DIRECTOR/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	47 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	80 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 (Dan Garrison) 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 187 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,398 is reasonable (approximately the 29th 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.