

Gregory Hugh Montgomery Jr Foundation For Ultimate

Executive Director / CEO

EIN 853240296

FL · NTEE F12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margot Moran, Executive Director / CEO** (\$21,500) against **every comparable organization** that fit the selection criteria — **256** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

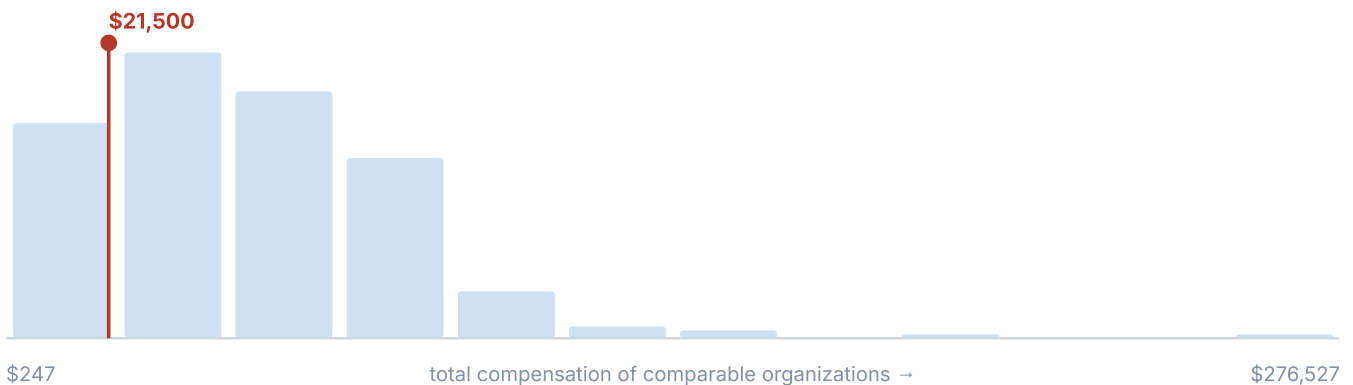
Benchmarked executive: Margot Moran — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F12).
BUDGET	Total revenue between \$95,152 and \$213,027 — 0.67x to 1.50x the subject's \$142,018 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

256 organizations qualified on sector, size, and geography → **256** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,036 10TH	\$26,422 25TH	\$46,440 MEDIAN	\$69,551 75TH	\$84,759 90TH	\$21,500 THIS ORG · 20TH
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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
The Chas Foundation	VA	\$141,748	Executive Di	\$45,867	\$47,142	2024
Mft Worldwide Inc	FL	\$141,597	Director	\$10,800	\$10,800	2024
Ten Ten Life Inc	VA	\$142,516	Board Member At Large	\$21,750	\$21,778	2025
Fountain Hills Youth Substance Abuse Prev Coalition	AZ	\$141,379	Executive Director	\$27,550	\$29,037	2023
Ocl Properties V Inc	NY	\$141,200	Chief Financial Officer	\$73,290	\$70,497	2024
Parkview Housing Corporation	IL	\$142,954	Executive Di	\$1,300	\$1,325	2025
Brandon Apartments Inc	FL	\$141,075	Ceo	\$38,719	\$38,719	2024
Youthwell New Hampshire	NH	\$143,033	Executive Director And Board Secretary	\$64,904	\$65,679	2023
Law Enforcement Chaplaincy Service	CA	\$143,149	Executive Dir.	\$60,000	\$55,151	2024
Casa Juan Pablo li Inc	PR	\$140,713	President	\$247	\$247	2024
Summit Terrace Development Corporation	OH	\$143,330	President	\$9,146	\$10,312	2024
Suicide Prevention Of Yolo County	CA	\$140,548	Executive Dir.	\$77,187	\$70,949	2024
Hope Valley - Helping Others Through Per	OH	\$143,526	Executive Director	\$90,069	\$104,547	2023
River's Edge Drop In	MI	\$143,603	Director	\$32,643	\$34,942	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Broken Chains	NC	\$143,611	Treasurer/coo	\$38,450	\$42,291	2024
Denver Area Central Committee A A	CO	\$143,824	Office Manager	\$66,080	\$69,441	2023
Recovery Support And Personal Growth Alliance Inc	TN	\$139,950	Executive Director	\$25,910	\$29,847	2023
Avenue Resource Inc	CA	\$139,195	President	\$80,000	\$73,535	2024
Moms Mental Health Initiative Inc	WI	\$145,042	Co-founder Executive Director	\$45,400	\$51,962	2023
Life Skills International Inc	TX	\$145,284	President Ceo	\$45,500	\$49,880	2023
Family Assessment Clinic	MI	\$145,514	Co-director	\$3,500	\$3,959	2023
Michael P Donatucci Foundation Inc	PA	\$145,875	Executive Director	\$41,799	\$44,371	2024
The Helio Health Foundation Inc	NY	\$146,339	President/ceo	\$41,519	\$39,937	2024
Oklahoma Harm Reduction Alliance	OK	\$146,387	Executive Di	\$24,818	\$29,090	2024
Foundation Thinkagain	CA	\$146,736	President/exec. Director	\$109,641	\$100,780	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 256 organizations. Compensation range \$247–\$276,527; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$142,018); for reference, expenses \$148,592 and assets \$166,868.
ROLE MATCH	Margot Moran, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	46 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	20 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	14 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 (Margot Moran) 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 256 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,500 is reasonable (approximately the 20th 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.