

Nathan Family Supporting Foundation

Executive Director / CEO

EIN 881150539

LA · NTEE T20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **R Justin Garon, Executive Director / CEO** (\$12,957) 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 **10th** percentile of comparable organizations below the typical range for comparable organizations

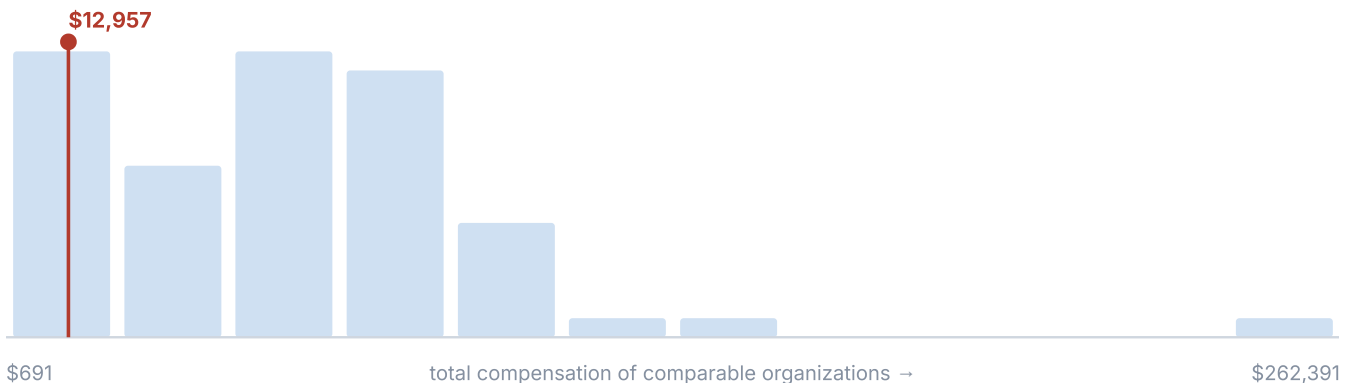
Benchmarked executive: R Justin Garon — reported title “SECRETARY/TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20).
BUDGET	Total revenue between \$243,307 and \$544,719 — 0.67x to 1.50x the subject's \$363,146 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), 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



\$14,009	\$24,572	\$54,072	\$72,130	\$92,958	\$12,957
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 10TH
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\$12,957



■ 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 LA 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 Maurice C La Grua Center	CT	\$360,619	Executive Di	\$82,521	\$68,455	2025
Gavilan College Educational Foundation	CA	\$366,665	Director	\$22,661	\$17,771	2024
Esba Inc	GA	\$367,469	Pres	\$45,600	\$42,869	2023
Robert B Spencer Foundation	NM	\$351,996	Secretary	\$32,419	\$30,849	2025
The United Methodist Retirement	NC	\$350,999	Chief Financial Officer	\$28,807	\$27,031	2024
College Ministries Of Virginia	VA	\$350,231	Executive Campus Minister	\$53,506	\$48,303	2023
Arkansas Methodist Medical Center	AR	\$350,052	Cfo/ceo	\$18,725	\$19,115	2024
The Wanderer Family Foundation	NY	\$350,000	Trustee	\$69,484	\$58,705	2023
Wesley Towers Foundation	KS	\$379,472	President/ceo	\$15,371	\$15,526	2023
Hope Springs Water	TX	\$383,507	Executive Di	\$3,125	\$2,839	2024
Fellows Of The Rsa In The United States	PA	\$340,981	Executive Director	\$147,269	\$133,373	2024
The Tom Ridge Environmental Center	PA	\$336,137	President	\$70,000	\$65,268	2023
Emmanuel's Hammer Inc	SC	\$390,510	Executive Director	\$72,000	\$68,215	2024
Companions In Courage Foundation	NY	\$391,304	Secretary/executive Director	\$106,815	\$87,656	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Home Builders Charitable Foundation	MO	\$395,137	Executive Vice President	\$17,096	\$16,444	2024
Truong Buu Diep Foundation	CA	\$398,318	Chief Executive Officer	\$91,000	\$69,522	2025
Ohio Credit Union Foundation	OH	\$398,325	President	\$79,571	\$78,798	2023
Hemophilia Foundation Of Md Inc	MD	\$398,532	Executive Director	\$89,234	\$75,763	2024
Holt Brothers Foundation Inc	NC	\$327,562	Executive Director	\$80,250	\$75,304	2024
The Travelers Foundation	CA	\$324,293	President Director	\$18,000	\$14,533	2023
Equity In The Arts Fund	OH	\$322,812	President	\$42,714	\$41,085	2024
Xavier Foundation Inc	AZ	\$322,787	Treasurer/secretary	\$125,221	\$109,367	2024
City County Athletic Complex Inc	IN	\$321,405	Executive Di	\$52,500	\$51,765	2023
Friends Of Gisaid Inc	CA	\$320,370	In-house Counsel	\$325,000	\$262,391	2023
Vaughan Woods And Historic Homestead	ME	\$315,706	Executive Director	\$61,748	\$57,811	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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 **62** organizations. Compensation range \$691–\$262,391; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$363,146); for reference, expenses \$204,971 and assets \$3,491,130. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	R Justin Garon, reported title " <i>SECRETARY/TREASURER</i> ", 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	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	76 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 (R Justin Garon) 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 10, 2026, comparing compensation against 62 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,957 is reasonable (approximately the 10th 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 10, 2026.