

Davis Tennon Foundation

Executive Director / CEO

EIN 933479628

WI · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Angelo Garcia, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **307** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

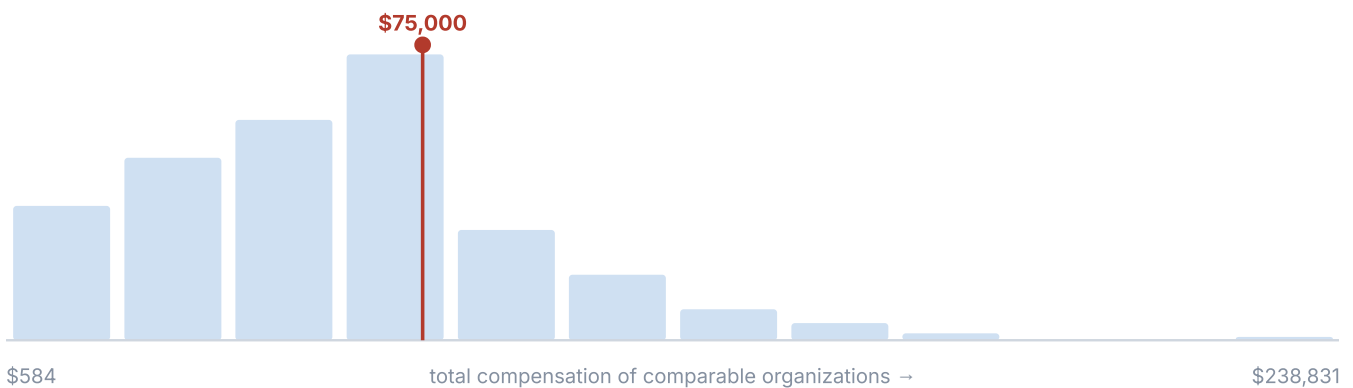
Benchmarked executive: Angelo Garcia — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$201,000 and \$450,000 — 0.67x to 1.50x the subject's \$300,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

307 organizations qualified on sector, size, and geography → **307** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$16,725	\$34,761	\$59,864	\$77,824	\$106,220	\$75,000
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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 WI 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
Puede Network	TX	\$299,580	Executive Director	\$62,500	\$59,864	2024
District 2 Community Enhancement Corporation	LA	\$299,563	President	\$92,935	\$100,881	2023
Canoga Park Improvement Association	CA	\$299,192	Exc. Dir.	\$57,200	\$48,691	2023
Main Street Murfreesbororutherford	TN	\$300,829	Executive Dir.	\$70,750	\$71,209	2024
Wayne County Family Center	PA	\$301,055	Executive Director	\$51,094	\$50,229	2023
Mount Washington Community	PA	\$301,486	Executive Dir.	\$35,000	\$33,421	2024
Sgr Foundation	PA	\$301,908	Executive Director	\$15,000	\$14,323	2024
Westwood Unidos	CO	\$301,959	Executive Dir.	\$72,000	\$76,523	2021
Downtown Brookings	SD	\$297,995	Executive Dir.	\$36,094	\$39,269	2023
Houghton Jones Neighborhood Task Force Inc	MI	\$296,350	Office Manager	\$23,247	\$22,976	2024
United Human Services Of Se Alaska	AK	\$296,107	Vice Preside	\$12,000	\$10,985	2024
Tooley Comm Development Group Inc	FL	\$296,089	Chairman	\$70,000	\$64,826	2023
Malama Kula	HI	\$303,970	Treasurer/ce	\$64,007	\$54,872	2024
Mainstreet Of Athens Inc	TN	\$304,388	Executive Director	\$22,371	\$22,516	2024
Amigos En Cristo Inc	FL	\$305,295	Ceo	\$65,167	\$58,619	2024
Moravia Park Community Development Corporation	MD	\$294,013	President	\$24,440	\$22,525	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Experience The Heart Of	IN	\$293,906	Executive Di	\$42,250	\$43,923	2023
Foundation For Body Mind & Spirit	TX	\$292,958	President/ceo	\$35,219	\$33,733	2024
The San Juan Safe Communities	NM	\$307,335	Executive Dir.	\$63,000	\$64,882	2024
Crime Stoppers Of Northeast Florida	FL	\$307,480	Executive Di	\$67,465	\$60,686	2024
T R Hoover Community Development Corporation Inc	TX	\$307,878	5106 Bexar St Dallas Tx 75215	\$15,000	\$14,792	2023
Livermore Downtown Inc	CA	\$308,752	Executive Director	\$105,232	\$87,008	2024
Shaker Heights Development Corporation	OH	\$290,507	Executive Director	\$89,719	\$90,990	2024
AI Community Development Corporation	TX	\$310,318	Secretary	\$40,922	\$39,196	2024
One In A Million Inc	IL	\$289,444	President	\$36,656	\$35,526	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 307 organizations. Compensation range \$584–\$238,831; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$300,000); for reference, expenses \$117,343 and assets \$506,816. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Angelo Garcia, reported title " <i>DIRECTOR</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	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	72 nd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	68 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 (Angelo Garcia) 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 307 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 72nd 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.