

Foundation For Essential Needs

Executive Director / CEO

EIN 274342240

MN · NTEE P12

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kate Burggraff, Executive Director / CEO** (\$91,843) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Kate Burggraff — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P12).

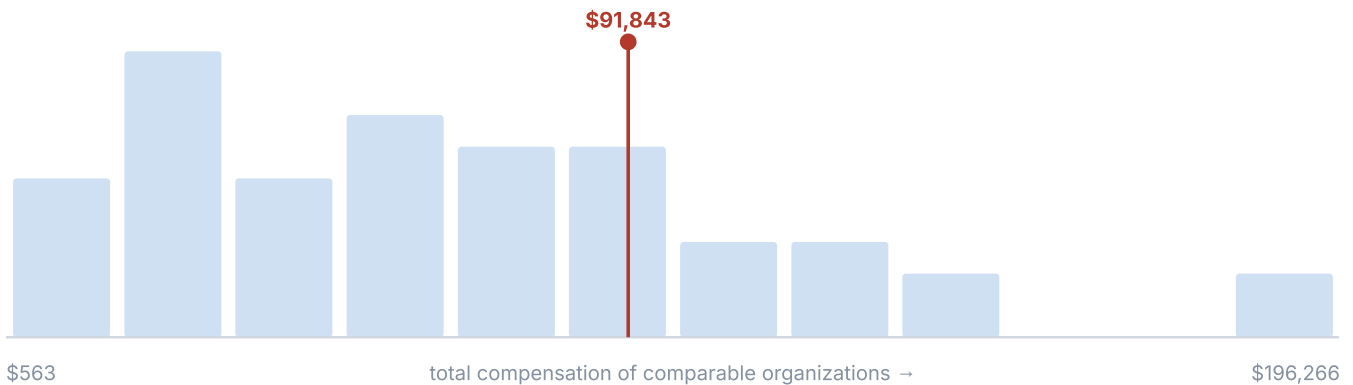
BUDGET Total revenue between \$305,924 and \$684,906 — 0.67x to 1.50x the subject's \$456,604 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P12), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,020	\$29,871	\$60,044	\$93,609	\$121,669	\$91,843
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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 MN 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
Scott J Beigel Memorial Fund Inc	NY	\$453,343	Secretary	\$25,000	\$22,862	2024
De Frente Al Alzheimer Inc	PR	\$448,603	Executive Director	\$56,600	\$56,600	2024
Freedom House Housing Development Fund	NY	\$448,117	Cpo Through 12/22 Ceo Effective 1/23	\$33,041	\$31,108	2023
F3 Foundation Inc	NC	\$465,968	Executive Di	\$176,277	\$184,332	2024
Operation Hope Inc	NY	\$446,019	Executive Director	\$40,916	\$37,418	2024
Saturate	WA	\$445,270	Executive D	\$210,396	\$196,266	2023
Fuse Project	AL	\$471,929	Executive Director	\$67,500	\$73,800	2024
El Portal De Belen Foundation	NY	\$440,877	Treasurer	\$16,350	\$15,394	2023
Chicago Foundlings Home	IL	\$473,561	Program Director	\$12,000	\$12,292	2023
Georgia's Own Foundation Inc	GA	\$431,364	Executive	\$30,785	\$31,326	2024
Soar Special Needs	KS	\$430,497	Executive Director	\$500	\$563	2023
Just Heart Foundation Inc	GA	\$483,662	President	\$75,528	\$79,126	2023
Strike Force 421 Inc	FL	\$426,176	Program Director	\$18,750	\$17,826	2024
Hcso Charities Inc	FL	\$425,105	President	\$51,968	\$52,952	2022
Inspired Hearts And Hands Inc	PA	\$489,376	President	\$56,100	\$58,290	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wayne County Children's Advocacy	OH	\$489,972	Executive Director	\$73,028	\$78,278	2024
Staffserve	PA	\$415,353	Executive Director	\$18,430	\$18,600	2024
Village2village Project Inc	IN	\$505,317	Executive Director	\$99,090	\$105,753	2024
Glen Doherty Memorial Foundation Inc	MA	\$406,582	President/director	\$5,000	\$4,682	2023
Hoh Share Inc	WV	\$401,586	Executive Di	\$32,000	\$35,065	2024
Flockfest Events Inc	FL	\$394,952	President	\$65,000	\$61,797	2024
Texas Pride Impact Funds	TX	\$387,795	Executive Director	\$117,127	\$122,076	2023
Bra Couture Kc	MO	\$525,972	Executive Director	\$90,000	\$96,471	2024
Jack Trottier Foundation Inc	MA	\$535,098	Executive Dir.	\$70,000	\$63,660	2024
Jeremy Wilson Foundation The	OR	\$370,966	Executive Dir.	\$73,000	\$68,607	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 48 organizations. Compensation range \$563–\$196,266; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$456,604); for reference, expenses \$471,242 and assets \$518,524.

ROLE MATCH	Kate Burggraff, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	69 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	48 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 (Kate Burggraff) 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 48 similarly situated organizations (Same NTEE sector (P12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$91,843 is reasonable (approximately the 69th 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.