

# The Andersons Fund Supporting

Executive Director / CEO

EIN 341817757

OH · NTEE T30I

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mr Keith Burwell, Executive Director / CEO** (\$61,652) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

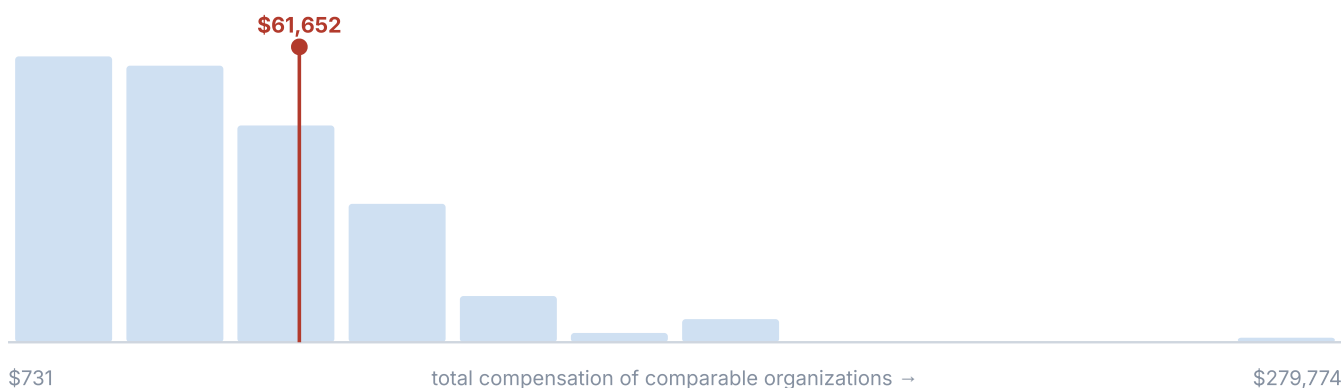
**Benchmarked executive:** Mr Keith Burwell — reported title "SECRETARY/TREASURER THRU AUGUST 2024", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30I).
BUDGET	Total revenue between \$181,957 and \$407,368 — 0.67x to 1.50x the subject's \$271,579 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

**217** organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,452	\$22,508	\$40,800	\$67,260	\$89,988	\$61,652
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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 OH 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
<a href="#">Heros For Heros</a>	TX	\$271,508	President & Ceo	\$95,000	<b>\$89,722</b>	2024
<a href="#">Affinity Federal Credit Union Foundation</a>	NJ	\$271,214	Executive Dir.	\$22,602	<b>\$19,053</b>	2024
<a href="#">Nailba Charitable Foundation</a>	DC	\$270,940	Chief Executive Officer	\$34,979	<b>\$28,981</b>	2024
<a href="#">Hang Tough Foundation Inc</a>	FL	\$270,846	Executive Di	\$61,077	<b>\$55,773</b>	2023
<a href="#">American Society Of Retina</a>	IL	\$272,520	Executive Vice President	\$61,263	<b>\$58,545</b>	2023
<a href="#">Sunsar Maya Inc</a>	CA	\$270,320	Executive Director	\$70,000	<b>\$58,755</b>	2023
<a href="#">Focal Point Corporation</a>	MO	\$270,130	President	\$750	<b>\$731</b>	2025
<a href="#">Admin Hub</a>	CA	\$273,229	President/ceo	\$72,996	<b>\$61,270</b>	2023
<a href="#">Rahima Aziz Foundation Corp</a>	NY	\$269,470	Secretary	\$45,500	<b>\$38,819</b>	2024
<a href="#">C P Center Foundation Of Orange</a>	NY	\$269,306	Director, Ceo	\$23,626	<b>\$20,752</b>	2023
<a href="#">Unity Healthcare Foundation</a>	IA	\$274,033	Exec Director	\$44,087	<b>\$45,576</b>	2024
<a href="#">The All Souls' Foundation</a>	TX	\$268,275	Founder	\$26,000	<b>\$24,556</b>	2024
<a href="#">Sms Research Foundation Inc</a>	CT	\$267,378	Board Member	\$100,000	<b>\$88,525</b>	2024
<a href="#">Project Prakash Foundation Inc</a>	MA	\$267,302	Program Mana	\$33,750	<b>\$28,634</b>	2024
<a href="#">His Love Extended</a>	FL	\$276,114	President	\$120,000	<b>\$109,578</b>	2023
<a href="#">Hope Outreach Center Inc</a>	FL	\$276,285	Executive Di	\$65,762	<b>\$58,328</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Luis Valley Health Foundation</a>	CO	\$276,551	Ceo	\$35,491	<b>\$32,131</b>	2024
<a href="#">Storyline</a>	TX	\$266,526	Executive Director	\$117,600	<b>\$111,067</b>	2024
<a href="#">Live 4 Evan Inc</a>	MA	\$263,457	Executive Director/preside	\$31,954	<b>\$27,111</b>	2024
<a href="#">Yx Gives</a>	TN	\$280,872	Vice Preside	\$10,000	<b>\$9,924</b>	2024
<a href="#">Odeh Inc</a>	NY	\$282,013	President	\$14,683	<b>\$12,527</b>	2024
<a href="#">Millers Foundation Inc</a>	MA	\$260,924	Secretary	\$12,848	<b>\$10,901</b>	2024
<a href="#">Niles Community Services Inc</a>	OH	\$283,085	Director	\$38,461	<b>\$38,461</b>	2024
<a href="#">Barb Food Mart Nfp</a>	IL	\$259,966	Associate Di	\$56,328	<b>\$50,936</b>	2025
<a href="#">United Way Of Parker County</a>	TX	\$259,941	Former Exec.	\$65,417	<b>\$60,190</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 217 organizations. Compensation range \$731–\$279,774; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$271,579); for reference, expenses \$281,455 and assets \$4,211,845.

**ROLE MATCH** Mr Keith Burwell, reported title "*SECRETARY/TREASURER THRU AUGUST 2024*", 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** 48 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</sup>

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 (Mr Keith Burwell) 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 217 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,652 is reasonable (approximately the 73<sup>rd</sup> 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.