

National Guard Association Of

Executive Director / CEO

EIN 411377210

MN · NTEE W30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Grandaw, Executive Director / CEO** (\$25,200) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28th** percentile of comparable organizations within the typical range

Benchmarked executive: Julie Grandaw — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W30).

BUDGET Total revenue between \$194,075 and \$434,497 — 0.67x to 1.50x the subject's \$289,665 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,646	\$20,541	\$42,731	\$63,934	\$89,291	\$25,200
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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
The Navigation Center Fka Military	SC	\$290,266	Executive Di	\$54,253	\$57,280	2024
The Heroes Project	CA	\$285,068	Director	\$697,799	\$609,799	2024
Veterans Of Foreign Wars Post 8794	OH	\$282,624	Chaplain	\$48,288	\$50,425	2025
Veterans Of Foreign Wars Of The United	PA	\$281,123	Treasurer/secretary	\$54,074	\$54,573	2024
New Hampshire Veterans Association	NH	\$280,385	President	\$1,950	\$1,822	2024
George N Althouse Memorial Association	PA	\$299,782	Vice President	\$14,400	\$14,533	2024
Chief Warrant And Warrant	IL	\$301,849	Executive Dir.	\$78,000	\$79,898	2023
American Legion	NY	\$301,875	Commander	\$2,100	\$1,920	2024
Marineparentscom Inc	MO	\$301,967	President	\$82,551	\$88,486	2024
Minnesota Association Of County Veterans	MN	\$302,004	Executive Director	\$64,350	\$64,350	2024
American Legion Post 159	VA	\$305,205	Vice Commander	\$29,608	\$29,787	2023
Veterans Of Foreign Wars Post 629	WV	\$307,683	Manager	\$29,030	\$31,810	2024
Operation Rebuild Hope	OR	\$309,385	Coo	\$37,600	\$35,338	2024
Paralyzed Veterans Of America North Cent	SD	\$268,925	Executive Director - Left 08/2024	\$86,077	\$96,140	2024
82d Airborne Division Association Inc	NC	\$310,900	Executive Director	\$65,500	\$68,493	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bourn Free Foundation	NV	\$267,799	Cfo Treasure	\$9,000	\$9,130	2024
Veterans Of Foreign Wars Of The Us Dpt Of Virginia	VA	\$311,633	Quartermaster	\$28,600	\$27,227	2025
Veterans Of Foreign Wars Department	DE	\$266,283	Service Offi	\$60,000	\$57,923	2025
Veterans Of Foreign Wars Dept Vfw Ky	KY	\$314,084	Quartermaster	\$31,000	\$32,837	2025
Texas National Guard Family Support Foundation	TX	\$317,202	Executive Director/grant Manager	\$28,806	\$29,162	2024
Honor Bell Foundation Inc	CO	\$319,693	Executive Di	\$43,541	\$42,253	2024
Joint Service Special Operations	MT	\$258,941	Executive Di	\$40,000	\$43,636	2024
Utah Veterans Alliance	UT	\$258,394	President	\$46,600	\$48,268	2024
American Legion Post #144	MI	\$256,579	Office Manager	\$30,913	\$32,291	2024
Mattersville	CO	\$255,780	President & Ceo	\$11,500	\$11,490	2023

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 82 organizations. Compensation range \$1,349–\$609,799; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$289,665); for reference, expenses \$329,741 and assets \$168,521.

ROLE MATCH	Julie Grandaw, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	28 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	28 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 (Julie Grandaw) 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 82 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,200 is reasonable (approximately the 28th 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.