

# David Woods Kemper Veterans Foundation

Executive Director / CEO

EIN 811746276

MO · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Benjamin C Jackson, Executive Director / CEO** (\$133,333) against **every comparable organization** that fit the selection criteria — **596** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

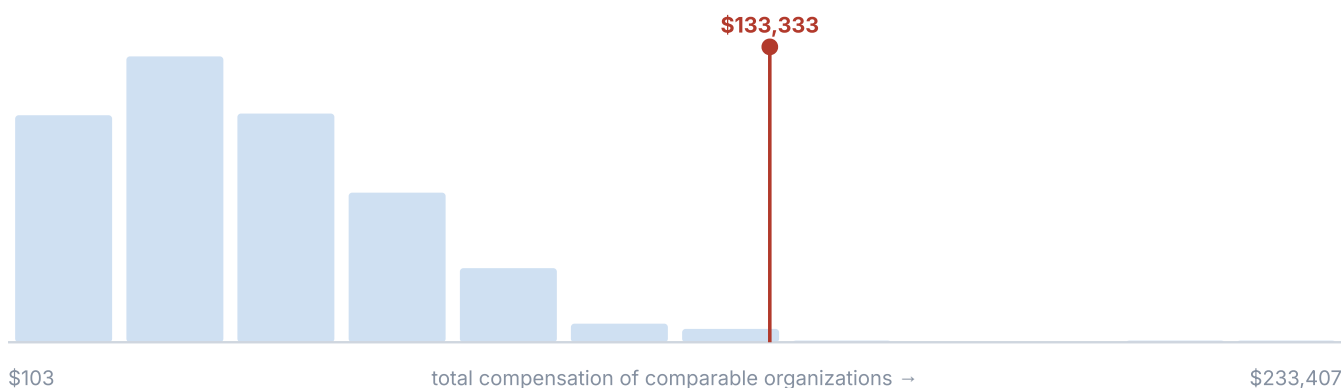
**Benchmarked executive:** Benjamin C Jackson — reported title “EXECUTIVE DIRECTOR/TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$118,434 and \$265,152 — 0.67x to 1.50x the subject's \$176,768 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**596** organizations qualified on sector, size, and geography → **596** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$9,579	\$21,325	\$38,098	\$59,200	\$80,124	<b>\$133,333</b>
---------	----------	----------	----------	----------	------------------



## ■ 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 MO 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="#">Tricircle Corporation</a>	CT	\$176,769	Executive Director	\$36,000	<b>\$31,869</b>	2023
<a href="#">Strategic Community Solutions Inc</a>	MI	\$176,810	Professional Staff Director	\$2,607	<b>\$2,467</b>	2024
<a href="#">Mission Of Hope</a>	AL	\$176,939	Executive Dir.	\$44,400	<b>\$43,989</b>	2024
<a href="#">Dream Fund</a>	TX	\$177,171	Executive Director	\$66,000	<b>\$60,545</b>	2024
<a href="#">Honoring Americas Warriors Inc</a>	OK	\$175,900	Executive Director	\$21,960	<b>\$22,830</b>	2023
<a href="#">Young Women's Transitional Home Of Moore County</a>	NC	\$175,847	Vice President	\$4,584	<b>\$4,472</b>	2023
<a href="#">Deep Roots Ministries Inc</a>	TX	\$175,816	Executive Director	\$41,100	<b>\$38,817</b>	2023
<a href="#">Urban Purpose Inc</a>	AL	\$175,726	President	\$51,276	<b>\$52,302</b>	2023
<a href="#">Kaleidoscope Ministries</a>	TX	\$177,997	Executive Director	\$62,292	<b>\$57,144</b>	2024
<a href="#">Delaware Ecumenical Council On Chil</a>	DE	\$175,516	Executive Di	\$55,583	<b>\$49,910</b>	2024
<a href="#">587 Ministries Inc</a>	CA	\$175,473	President	\$50,000	<b>\$39,595</b>	2024
<a href="#">Benjamin E Mays Family Resource Ctr</a>	SC	\$175,374	Executive Di	\$69,566	<b>\$66,555</b>	2024
<a href="#">Hamilton County Alcohol &amp; Other Drug Prevention Coalition Inc</a>	FL	\$178,572	Executive Director	\$73,663	<b>\$61,825</b>	2025
<a href="#">Konbit Nfp</a>	IL	\$178,884	President	\$73,350	<b>\$68,084</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Awl Foundation</a>	MO	\$174,601	Executive Di	\$33,756	<b>\$32,788</b>	2024
<a href="#">Neighborhood Crusades Inc</a>	PA	\$174,265	Director	\$33,100	<b>\$31,165</b>	2023
<a href="#">Project Cpr</a>	PA	\$179,363	Pres	\$89,154	<b>\$81,533</b>	2024
<a href="#">Birthstone Corporation</a>	MO	\$179,523	Assistant Treasurer	\$27,966	<b>\$27,966</b>	2023
<a href="#">Cannedwater4kids Inc</a>	WI	\$173,824	Secretary	\$31,025	<b>\$29,714</b>	2024
<a href="#">Downtown Chillicothe</a>	OH	\$173,376	Program Manager	\$49,000	<b>\$47,594</b>	2024
<a href="#">Porch Initiative</a>	MO	\$180,235	Executive Dir.	\$82,500	<b>\$80,133</b>	2024
<a href="#">Positive Behavior Support Community</a>	NY	\$173,087	Executive Director	\$32,400	<b>\$27,642</b>	2023
<a href="#">S Anon International Family Groups</a>	TN	\$180,491	Executive Di	\$31,859	<b>\$30,711</b>	2024
<a href="#">Heart For The City</a>	AZ	\$172,910	President / Ceo	\$14,833	<b>\$13,082</b>	2024
<a href="#">The Reach Initiative Inc</a>	WV	\$180,808	Executive Director	\$82,534	<b>\$81,951</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2023 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 MO 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 596 organizations. Compensation range \$103–\$233,407; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$176,768); for reference, expenses \$393,251 and assets \$5,780,961. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Benjamin C Jackson, reported title " <i>EXECUTIVE DIRECTOR/TRUSTEE</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Benjamin C Jackson) 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 596 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$133,333 is reasonable (approximately the 99<sup>th</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.