

Keystone Community Corporation

Executive Director / CEO

EIN 832218909
 MO · NTEE S31
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kevin McGinnis, Executive Director / CEO** (\$8,250) against **every comparable organization** that fit the selection criteria — **77** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

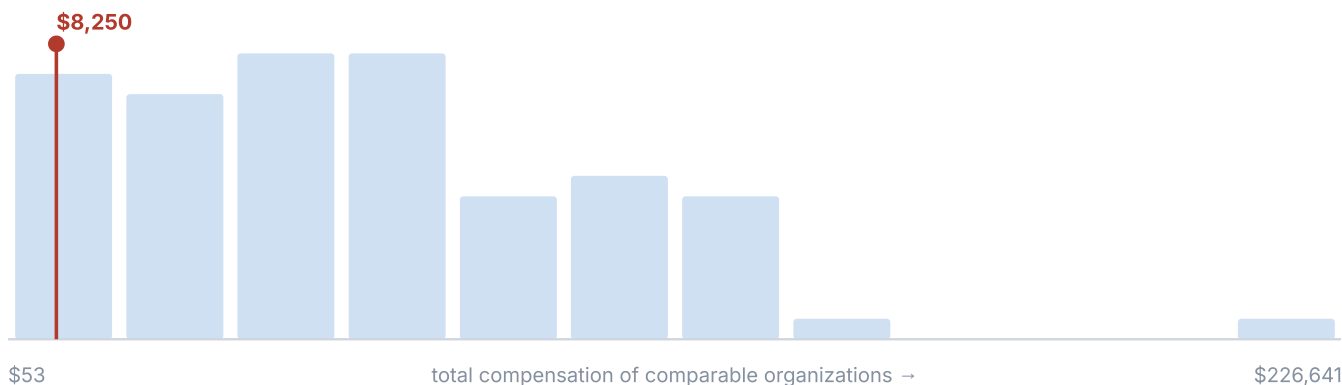
Benchmarked executive: Kevin McGinnis — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S31).
BUDGET	Total revenue between \$151,292 and \$338,713 — 0.67x to 1.50x the subject's \$225,809 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

77 organizations qualified on sector, size, and geography → **77** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,067	\$30,928	\$56,697	\$85,068	\$117,756	\$8,250
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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 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
Klamath Falls Downtown Association	OR	\$224,126	Executive Director	\$44,440	\$40,116	2023
Bogalusa Rebirth	LA	\$221,515	Executive Director	\$75,938	\$78,948	2024
Circle Of Life Development Foundation	CA	\$230,432	Cheif Executive Officer	\$45,000	\$42,468	2021
Uptown Westerville Inc	OH	\$220,919	Executive Dir.	\$68,133	\$70,145	2023
Tampa Bay Partnership For Regional	FL	\$231,371	President & Ceo	\$14,175	\$12,573	2024
Ulster County Economic Development	NY	\$220,210	Ceo/president	\$16,190	\$13,813	2024
Economic Development Unit Inc	LA	\$232,038	President	\$50	\$53	2023
Downtown Development Corporation	IL	\$233,430	President	\$24,993	\$23,199	2024
Toolbox Inc	KS	\$215,572	Executive Director	\$78,745	\$82,692	2023
Urban City Codes Technology And Community Resource	OH	\$238,007	President	\$45,538	\$46,883	2023
Greenline Access Capital	PA	\$212,923	President	\$101,923	\$98,799	2023
Tww Nyc Solidarity Inc	NY	\$240,000	President	\$101,737	\$86,798	2024
Parkrose Npi	OR	\$241,082	Executive Dir.	\$48,750	\$42,744	2024
Stevens County Eic Inc	MN	\$241,904	Executive Di	\$117,188	\$109,328	2024
Faith And Work Enterprises Inc	MD	\$209,546	Exec Director	\$72,735	\$64,203	2024
Main-dempster Mile	IL	\$245,988	Executive Director	\$75,000	\$69,616	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For A Sustainable Community	VA	\$246,477	Ceo	\$16,000	\$14,586	2024
Greater Texas Capital Community Finance	TX	\$204,916	President	\$65,418	\$61,784	2024
Northeastern Economic Development Company Of Pa	PA	\$247,257	President And Executive Direc	\$50,000	\$48,468	2023
Aransas County Partnership Edc	TX	\$247,377	President	\$126,000	\$119,000	2024
Natick Center Associates Inc	MA	\$247,738	Executive Di	\$21,875	\$18,559	2024
City Of Kingston Local Development	NY	\$249,090	Executive Director	\$17,348	\$14,801	2024
East Falls Development Corporation	PA	\$251,481	Exec Director	\$77,449	\$72,921	2024
Development Chenango Corporation	NY	\$252,762	Executive Director	\$16,323	\$14,337	2023
Insight Center For Community Economic Development	CA	\$198,520	President	\$116,300	\$97,617	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 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.

● Sample, role match & sensitivity

PEER COUNT 77 organizations. Compensation range \$53–\$226,641; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$225,809); for reference, expenses \$223,249 and assets \$20,563.

ROLE MATCH	Kevin McGinnis, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	8 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 (Kevin McGinnis) 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 77 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,250 is reasonable (approximately the 6th 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.