

# Ndn Action Network Inc

Executive Director / CEO

EIN 832822232

SD · NTEE P01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Robinson Burroughs, Executive Director / CEO** (\$20,872) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

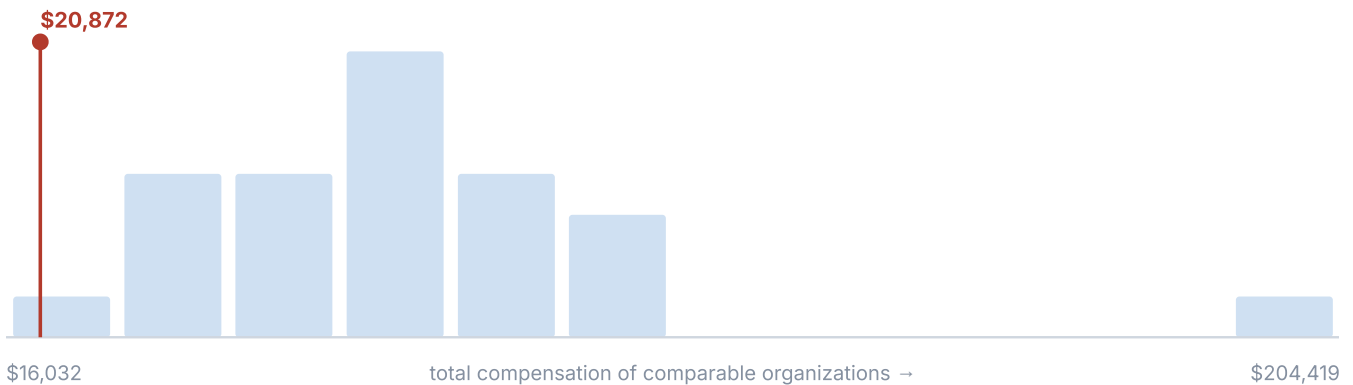
**Benchmarked executive:** Robinson Burroughs — reported title “MANAGING DIRECTORS”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$326,072 and \$730,014 — 0.67x to 1.50x the subject's \$486,676 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$39,177	\$53,031	\$71,417	\$82,282	\$96,510	<b>\$20,872</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 SD 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="#">Massachusetts Coalition To Prevent Gun</a>	MA	\$484,845	Executive Director	\$102,352	<b>\$83,338</b>	2024
<a href="#">Minnesota Alliance On Crime</a>	MN	\$490,625	Executive Di	\$104,175	<b>\$90,867</b>	2025
<a href="#">Salute 2 Service</a>	PA	\$502,523	Founder/exec	\$46,000	<b>\$41,565</b>	2024
<a href="#">North Carolina Values Coalition</a>	NC	\$468,733	Executive Di	\$84,999	<b>\$81,930</b>	2023
<a href="#">Childrens Advocacy Center Of Virginia</a>	VA	\$532,388	Executive Dir.	\$83,748	<b>\$73,269</b>	2024
<a href="#">Forward Justice Action Network</a>	NC	\$439,971	Co-director	\$50,137	<b>\$46,940</b>	2024
<a href="#">Umoja Village</a>	SC	\$431,368	Ceo Cofounder	\$34,147	<b>\$33,232</b>	2023
<a href="#">Pregnant Choices</a>	GA	\$549,919	Executive Di	\$60,000	<b>\$54,664</b>	2024
<a href="#">Alaska Family Council</a>	AK	\$416,426	Executive Director	\$78,000	<b>\$69,565</b>	2023
<a href="#">Green Mountain Self Advocates Inc</a>	VT	\$414,661	Administrative Director	\$52,000	<b>\$48,825</b>	2023
<a href="#">Hopeland</a>	NY	\$559,125	Ceo	\$242,502	<b>\$204,419</b>	2023
<a href="#">Linked2literacy</a>	NE	\$562,639	Executive Director	\$65,330	<b>\$63,668</b>	2024
<a href="#">National Partnership For Women</a>	DC	\$404,000	President	\$47,983	<b>\$38,153</b>	2024
<a href="#">Ashrei Foundation</a>	MO	\$587,015	Executive Director	\$100,178	<b>\$96,140</b>	2024
<a href="#">My Brother's Keeper Task Force Inc</a>	MA	\$384,360	Co-president & Director	\$19,125	<b>\$16,032</b>	2023
<a href="#">Second Nurture</a>	CT	\$380,391	Executive Director & Trustee	\$92,443	<b>\$78,536</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ten Toes In</a>	CA	\$378,175	Executive Di	\$69,571	<b>\$54,433</b>	2024
<a href="#">Wichitas Littlest Heroes</a>	KS	\$371,868	Executive Director	\$65,889	<b>\$64,498</b>	2024
<a href="#">Maryland State Child Care</a>	MD	\$608,824	Executive Di	\$94,760	<b>\$80,273</b>	2024
<a href="#">Black Midwifery Collective Nfp</a>	IL	\$624,550	President	\$110,557	<b>\$98,484</b>	2024
<a href="#">Justice For Girls Coalition Of Washington State</a>	WA	\$329,017	Executive Director	\$89,036	<b>\$74,363</b>	2023
<a href="#">Us Right To Know</a>	CA	\$656,293	Executive Director	\$120,006	<b>\$96,668</b>	2023
<a href="#">Vital Solutions Inc</a>	WA	\$678,621	Executive Di	\$93,371	<b>\$75,746</b>	2024
<a href="#">Migrant Equity Southeast Inc</a>	GA	\$726,051	Executive Dir.	\$63,600	<b>\$57,944</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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	<b>24</b> organizations. Compensation range \$16,032–\$204,419; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$486,676); for reference, expenses \$138,212 and assets \$512,567. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Robinson Burroughs, reported title <i>"MANAGING DIRECTORS"</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	3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	88 <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 (Robinson Burroughs) 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 24 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,872 is reasonable (approximately the 4<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.