

Uncommon Grit Foundation Inc

Executive Director / CEO

EIN 844918632

VA · NTEE W12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kim Mcburnett, Executive Director / CEO** (\$92,700) against **every comparable organization** that fit the selection criteria — **370** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Kim Mcburnett — 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 (W12).
BUDGET	Total revenue between \$181,807 and \$407,032 — 0.67x to 1.50x the subject's \$271,355 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

370 organizations qualified on sector, size, and geography → **370** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,998	\$23,614	\$55,878	\$90,165	\$121,584	\$92,700
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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 VA 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
Wind River Community Alliance	WY	\$269,874	Director	\$89,960	\$99,768	2024
Paulding County Economic	OH	\$273,461	Director	\$88,400	\$96,970	2024
Paralyzed Veterans Of America North Cent	SD	\$268,925	Executive Director - Left 08/2024	\$86,077	\$98,388	2024
Wisconsin County Forests Association Inc	WI	\$273,826	Executive Director	\$99,918	\$108,075	2024
Pro Bono Advisory Council	MO	\$268,565	Executive Director	\$37,097	\$40,694	2024
Musaadah Charity	CA	\$274,390	President	\$50,000	\$46,037	2023
Natura International Inc	DC	\$274,650	President	\$9,824	\$8,928	2024
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$90,888	2024
Ventura County Regional Defense Partnership	CA	\$274,910	Co-chair Public Member	\$50,400	\$43,912	2025
Bourn Free Foundation	NV	\$267,799	Cfo Treasure	\$9,000	\$9,343	2024
Central Oregon Guardianship Assistance	OR	\$267,754	Executive Dir.	\$19,750	\$18,506	2025
Financial Therapy Association	KS	\$267,466	Executive Director	\$60,000	\$67,133	2024
Washington Research Council	WA	\$275,356	Vice Chair	\$24,413	\$23,306	2023
Society Of The First Infantry Div	KS	\$267,072	Executive Director	\$13,575	\$15,189	2024
Gtc Group	VA	\$275,794	Secretary	\$15,000	\$14,613	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mindful Living Revolution	CA	\$266,848	President	\$133,693	\$119,564	2024
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$24,800	2024
Veterans Of Foreign Wars Department	DE	\$266,283	Service Offi	\$60,000	\$59,277	2025
American Immigration Control Foundation	VA	\$276,933	President	\$5,250	\$5,250	2024
Customers First Coalition Inc	WI	\$265,677	Executive Director/directo	\$156,125	\$173,858	2023
Shootout For Soldiers Inc	TX	\$265,237	President	\$37,852	\$39,215	2024
San Luis Obispo County Bicycle	CA	\$280,309	Executive Di	\$68,350	\$62,932	2023
New Hampshire Veterans Association	NH	\$280,385	President	\$1,950	\$1,865	2024
Guardianship Corp	NY	\$261,698	President	\$135,000	\$126,343	2024
Downtown On The Go	WA	\$261,683	Executive Director	\$58,657	\$55,997	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **370** organizations. Compensation range \$141–\$624,053; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$271,355); for reference, expenses \$260,418 and assets \$382,516.

ROLE MATCH	Kim Mcburnett, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	76 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	71 st

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 (Kim Mcburnett) 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 370 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,700 is reasonable (approximately the 76th 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.