

Arthur Butler Post 359 The American

Executive Director / CEO

EIN 150515621

NY · NTEE W30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Neider, Executive Director / CEO** (\$11,800) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: John Neider — reported title “1ST VICE COMMANDER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

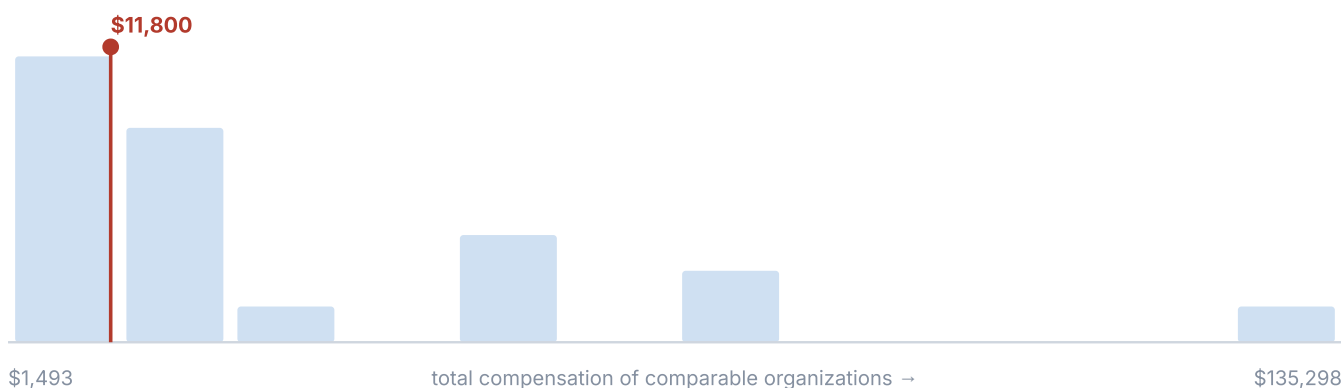
SECTOR Organizations sharing the subject's NTEE classification (W30).

BUDGET Total revenue between \$23,974 and \$53,674 — 0.67x to 1.50x the subject's \$35,783 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,075	\$7,832	\$17,495	\$47,206	\$71,078	\$11,800
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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 NY 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
Reserve Officers Association Memorial	DC	\$33,751	Executive Director	\$18,644	\$18,106	2023
Flite Test Community Association	OH	\$33,644	Vice President	\$14,926	\$17,495	2023
Lucy Harper Grier Benevolent Foundation	SC	\$38,704	Secretary	\$44,976	\$50,436	2024
Qjpac Inc	NY	\$32,253	Executive Director, Trustee	\$19,600	\$19,600	2023
State Services Organization Inc	DC	\$40,315	Interim Executive Director	\$143,437	\$135,298	2024
The Howard K Finch Memorial Fund	NY	\$40,452	Trustee	\$1,493	\$1,493	2023
Us Pugwash	DC	\$30,200	Executive Director	\$6,000	\$5,827	2023
Groww Education Inc	WI	\$42,628	Executive Director	\$15,364	\$17,757	2023
Center For Business And Consumer Ethics	OH	\$28,268	Trustee, Exec Director	\$12,149	\$13,831	2024
Distribution And Assistance Inc	MO	\$46,255	President	\$12,000	\$13,662	2024
Everything Sucks Inc	DE	\$24,422	Trustee	\$2,000	\$2,167	2023
Navy League Of Us Philadelphia Council	PA	\$24,154	Executive Director	\$8,000	\$8,575	2024
Miriam Foundation	SC	\$48,535	Executive Di	\$65,000	\$72,890	2024
National Association Of Consumer	DC	\$49,419	Executive Dir.	\$5,990	\$5,817	2023
Innsure Corporation	MA	\$49,677	President	\$49,492	\$55,338	2021

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kck 501 Minnesota All Inc	KS	\$49,987	Vice President	\$61,208	\$71,078	2024
Michigan Forest Association	MI	\$51,107	Executive Director	\$10,500	\$11,650	2024
New Jersey Utility Shareholders	NJ	\$51,280	President	\$28,000	\$26,872	2024
Brave New Films Action Fund 501(c)4	CA	\$51,523	Cfo	\$4,390	\$4,075	2024
Valley Water Company	CO	\$52,473	Director	\$7,800	\$7,832	2025
Genius 100 Foundation Us	NY	\$53,600	Ceo Secretary And Director	\$48,600	\$47,206	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	21 organizations. Compensation range \$1,493–\$135,298; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$35,783); for reference, expenses \$44,847 and assets \$0.
ROLE MATCH	John Neider, reported title <i>"1ST VICE COMMANDER"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	6 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	29 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 (John Neider) 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 21 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,800 is reasonable (approximately the 38th 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.