

Navy League Of The Us-honolulu Council

Executive Director / CEO

EIN 237449195
 HI · NTEE W30Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Ferreira H Jane, Executive Director / CEO** (\$96,211) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Ferreira H Jane — reported title “EXECUTIVE DIRECTOR/NATIONAL DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W30Z).

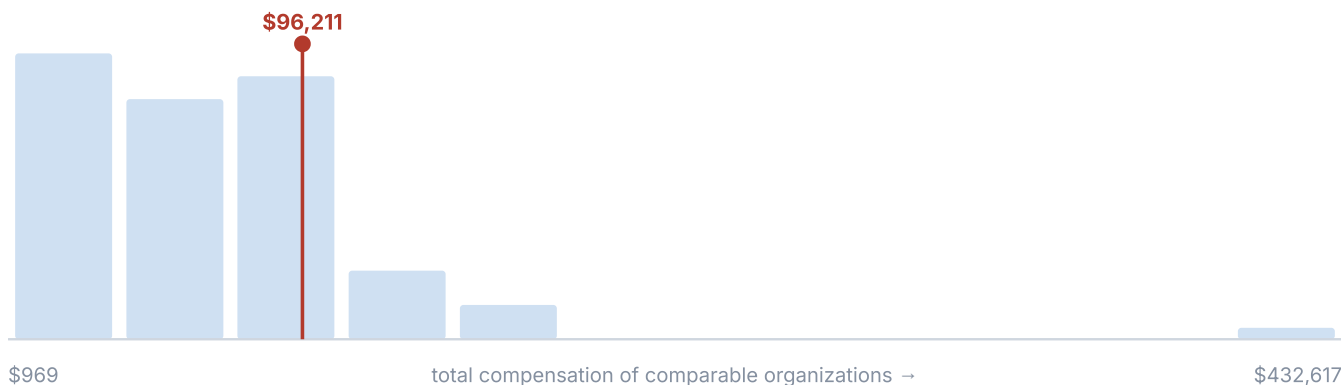
BUDGET Total revenue between \$314,760 and \$704,688 — 0.67x to 1.50x the subject's \$469,792 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,093	\$22,922	\$63,572	\$85,196	\$115,934	\$96,211
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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 HI 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
Angel Force Usa	CA	\$467,001	President	\$19,000	\$18,866	2023
Take A Vet Fishing Nfp	FL	\$466,907	President	\$50,000	\$54,014	2023
National Guard Association Of Sc	SC	\$465,989	Executive Director	\$80,000	\$93,219	2024
Jerry Ambrose Veterans Council Of Mohave County	AZ	\$475,017	President	\$2,550	\$2,739	2024
Wisconsin Veterans Network Inc	WI	\$462,596	Executive Dir.	\$68,992	\$80,478	2024
Commodore Denig American Legion	OH	\$462,253	Adjutant	\$2,400	\$2,839	2024
23rd Veteran	MN	\$461,910	Executive Director	\$85,800	\$94,694	2024
Skeleton Crew Adventures	TX	\$459,641	Director Of	\$47,017	\$54,083	2023
The United States Armor Association	GA	\$481,890	Executive Di	\$72,000	\$80,860	2024
The Veteran's Advocacy Foundation Inc	MO	\$489,382	President And Executive Director	\$57,865	\$70,476	2023
Liet Harold R Cornwall Post 1298	KY	\$447,276	Quartermaster	\$6,500	\$8,030	2023
Talons Reach Foundation Inc	MT	\$493,351	President	\$18,462	\$22,228	2024
American Military Family Inc	CO	\$493,976	Founder/ceo	\$76,397	\$81,822	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Veteran's Advocacy Alliance Inc	VA	\$498,247	Vice President	\$70,301	\$75,816	2024
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$45,412	2023
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$161,432	2023
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$11,859	2024
Modern Warrior Live	OH	\$503,699	Executive Vi	\$48,000	\$56,784	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$113,975	2024
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$47,687	2024
Friends Of Fisher House - Illinois Inc	IL	\$419,182	President	\$45,000	\$49,414	2024
Service Dogs For Veterans	SC	\$521,290	President	\$68,333	\$79,624	2024
It's About The Warriors Foundation	PA	\$415,009	Executive Director/president/secretary	\$85,980	\$95,768	2024
Department Of Alabama Veterans Of Foreign Wars	AL	\$525,504	Adjutant	\$45,000	\$54,300	2024
Captain Erick Foster Memorial Ride	PA	\$529,637	Executive Director	\$82,548	\$91,946	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	79 organizations. Compensation range \$969–\$432,617; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$469,792); for reference, expenses \$443,729 and assets \$730,299.
ROLE MATCH	Ferreira H Jane, reported title "EXECUTIVE DIRECTOR/NATIONAL DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	85 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	82 nd

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 (Ferreira H Jane) 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 79 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$96,211 is reasonable (approximately the 85th 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.