

American Holistic Veterinary Medical

Executive Director / CEO

EIN 261583307
 MD · NTEE B82
 FY ending 2025-05-31
June 9, 2026

This analysis benchmarks the total compensation of **Daniel Tjornehoj, Executive Director / CEO** (\$63,000) 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 **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel Tjornehoj — reported title “CONTRACT EXECUTIVE DIRECTO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

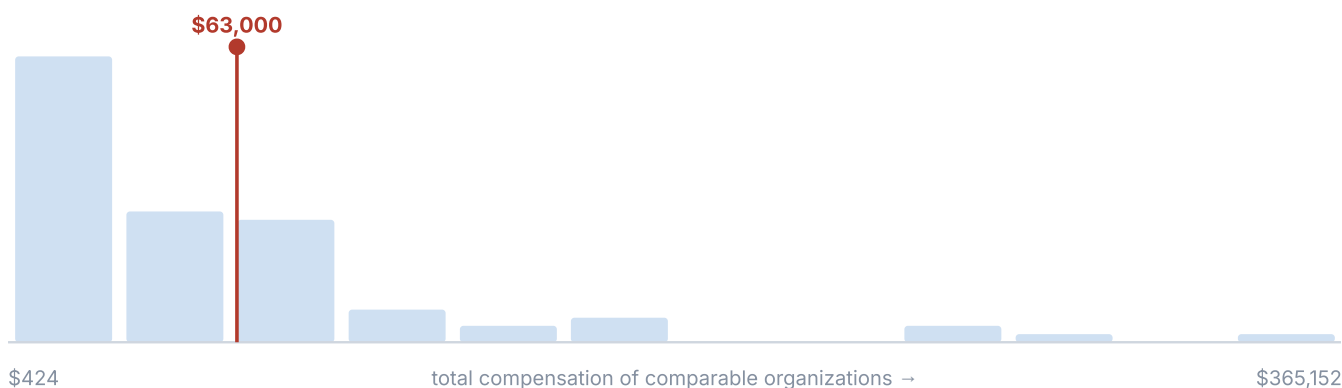
SECTOR Organizations sharing the subject's NTEE classification (B82).

BUDGET Total revenue between \$61,406 and \$137,478 — 0.67x to 1.50x the subject's \$91,652 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), 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



\$8,007	\$14,316	\$38,455	\$72,267	\$130,800	\$63,000
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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 MD 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
Kateri Tekakwitha Fund	CA	\$91,348	Cfo	\$5,640	\$5,209	2025
Nevada Hospitality Foundation	NV	\$91,113	President, Ceo	\$35,000	\$38,519	2024
Local 137 Nicholas Signorelli Sr	NY	\$92,525	Director	\$137,476	\$136,392	2024
Indian Womens Pocahontas Club	OK	\$93,069	Administrator	\$3,500	\$4,232	2024
Georgia Apartment Association	GA	\$93,766	President	\$38,614	\$42,628	2024
Matthew J Deluca-dominic Olivo	OH	\$89,306	Co-chairman	\$210,111	\$251,550	2023
The Ad Club Foundation Inc	MA	\$88,872	President & Director	\$7,941	\$8,066	2023
Linda Lorelle Scholarship Fund	TX	\$87,813	Ceo	\$60,000	\$64,198	2025
The Chelco Foundation Inc	FL	\$95,633	Comp Is Not Paid By The Foundation	\$354,029	\$365,152	2024
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$81,346	2023
Paul Collins Jr Scholarship Fund	NY	\$96,573	Fund Administrator	\$67,253	\$66,722	2024
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$11,717	2024
Polish National Alliance	IL	\$96,855	Treasurer	\$32,455	\$35,032	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Building And Construction Laborers Local	OH	\$97,052	Trustee	\$111,278	\$129,402	2024
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$158,784	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$41,483	2023
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$50,366	2025
Local Union 45 Ubc&ja	NY	\$99,355	Chairman	\$10,850	\$10,487	2025
Arema Educational Foundation	MD	\$99,385	Executive Di	\$73,040	\$74,973	2024
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$45,319	2024
Stephen E Poczowski Memorial	IL	\$100,658	President	\$73,095	\$78,898	2024
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$13,467	2024
Acmpe Scholarship Fund Inc	CO	\$102,021	President/ceo	\$66,074	\$69,561	2024
Coptic Educational Foundation	CA	\$102,200	Secretary	\$2,670	\$2,532	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$28,002	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2025 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 MD 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 \$424–\$365,152; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$91,652); for reference, expenses \$101,003 and assets \$864,903.
ROLE MATCH	Daniel Tjornehoj, reported title " <i>CONTRACT EXECUTIVE DIRECTO</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	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	67 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	38 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 (Daniel Tjornehoj) 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 (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,000 is reasonable (approximately the 67th 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.