

The Veteran's Advocacy Foundation Inc

Executive Director / CEO

EIN 431751593

MO · NTEE W30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Seth Miller, Executive Director / CEO** (\$57,865) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Seth Miller — reported title "President and Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

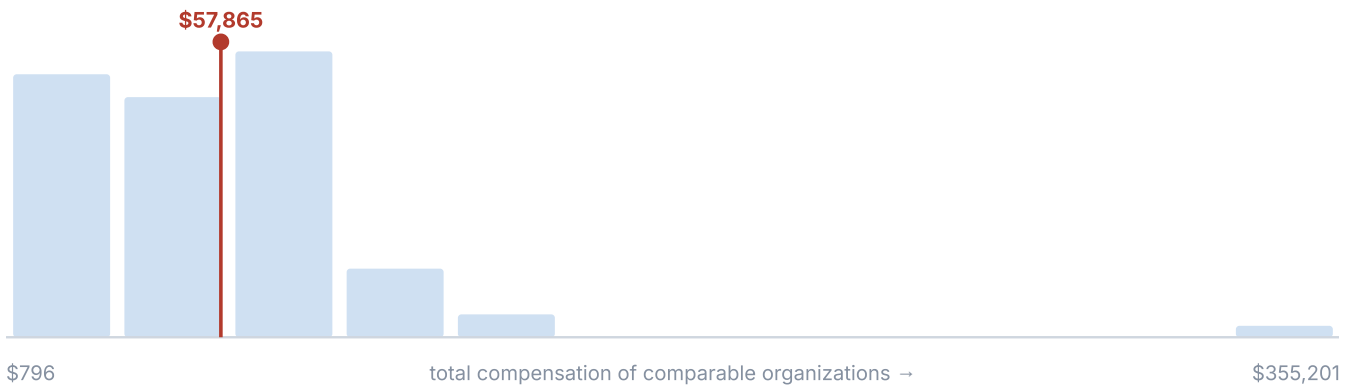
BUDGET Total revenue between \$327,885 and \$734,073 — 0.67x to 1.50x the subject's \$489,382 (the band tightens as size grows).

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

78 organizations qualified on sector, size, and geography

→ **78** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$796

total compensation of comparable organizations →

\$355,201

\$6,084

\$19,876

\$52,212

\$71,178

\$92,289

\$57,865



■ 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 MO 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
Talons Reach Foundation Inc	MT	\$493,351	President	\$18,462	\$18,250	2024
American Military Family Inc	CO	\$493,976	Founder/ceo	\$76,397	\$67,180	2024
The United States Armor Association	GA	\$481,890	Executive Di	\$72,000	\$66,390	2024
Veteran's Advocacy Alliance Inc	VA	\$498,247	Vice President	\$70,301	\$62,249	2024
Modern Warrior Live	OH	\$503,699	Executive Vi	\$48,000	\$46,623	2024
Jerry Ambrose Veterans Council Of Mohave County	AZ	\$475,017	President	\$2,550	\$2,249	2024
Navy League Of The Us-honolulu Council	HI	\$469,792	Executive Director/national Director	\$96,211	\$78,994	2024
Angel Force Usa	CA	\$467,001	President	\$19,000	\$15,490	2023
Take A Vet Fishing.Nfp	FL	\$466,907	President	\$50,000	\$44,348	2023
National Guard Association Of Sc	SC	\$465,989	Executive Director	\$80,000	\$76,538	2024
Wisconsin Veterans Network Inc	WI	\$462,596	Executive Dir.	\$68,992	\$66,077	2024
Commodore Denig American Legion	OH	\$462,253	Adjutant	\$2,400	\$2,331	2024
23rd Veteran	MN	\$461,910	Executive Director	\$85,800	\$77,748	2024
Skeleton Crew Adventures	TX	\$459,641	Director Of	\$47,017	\$44,405	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Service Dogs For Veterans	SC	\$521,290	President	\$68,333	\$65,376	2024
Department Of Alabama Veterans Of Foreign Wars	AL	\$525,504	Adjutant	\$45,000	\$44,583	2024
Captain Erick Foster Memorial Ride	PA	\$529,637	Executive Director	\$82,548	\$75,493	2024
Liet Harold R Cornwall Post 1298	KY	\$447,276	Quartermaster	\$6,500	\$6,593	2023
Veterans Of Foreign Wars Of The Us	MS	\$537,827	Commander	\$800	\$796	2025
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$37,285	2023
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$132,544	2023
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$9,737	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$93,580	2024
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$39,154	2024
Vets Helping Heroes Inc	FL	\$546,501	Executive Director	\$91,253	\$76,589	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 78 organizations. Compensation range \$796–\$355,201; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$489,382); for reference, expenses \$604,585 and assets \$395,143.
ROLE MATCH	Seth Miller, reported title " <i>President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	56 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	55 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 (Seth Miller) 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 78 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,865 is reasonable (approximately the 56th 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.