

It's About The Warriors Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Steve Monteleone, Executive Director / CEO** (\$85,980) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Steve Monteleone — reported title "EXECUTIVE DIRECTOR/PRESIDENT/SECRETARY", 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 \$278,056 and \$622,513 — 0.67x to 1.50x the subject's \$415,009 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

84 organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,211	\$22,744	\$50,264	\$76,832	\$101,721	\$85,980
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 PA 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
Friends Of Fisher House - Illinois Inc	IL	\$419,182	President	\$45,000	\$44,363	2024
Department Of Sc Vfw Of United States	SC	\$404,075	Service Officer	\$56,000	\$57,074	2025
Newby-ginnings Of North Idaho Inc	ID	\$401,878	Executive Director	\$52,000	\$57,109	2023
American Legion Walter Graham Post 332	IL	\$432,360	Manager	\$43,428	\$42,813	2024
Returning Veterans Project	OR	\$435,384	Executive Dir.	\$109,882	\$102,326	2024
National Memorial Of Military	IL	\$436,890	Secretary	\$10,800	\$10,647	2024
Outdoor Association For True Heroes Inc	TX	\$391,677	Founder, Executive Directo	\$96,000	\$96,296	2024
Honoring Our Fallen	CA	\$390,886	Ceo\founder	\$78,667	\$68,118	2024
Saratoga Warhorse Foundation Inc	NY	\$439,809	Executive Di	\$155,357	\$144,932	2023
Roslyn Vfw Home Association	PA	\$440,300	Bar Manager Board Member	\$39,600	\$40,770	2023
Lake Belton Vfw 10377	TX	\$384,655	Quartermaster	\$14,400	\$14,072	2025
Independence For Veterans Inc	NJ	\$383,925	President	\$73,517	\$67,765	2023
Liet Harold R Cornwall Post 1298	KY	\$447,276	Quartermaster	\$6,500	\$7,210	2023
Hesperus	AZ	\$381,890	Executive Director	\$86,154	\$83,086	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Freedom Foundation	FL	\$378,457	President	\$132,509	\$128,514	2023
Advocate	DC	\$377,801	Officer	\$441,381	\$388,399	2024
Veterans Ride For Free	CT	\$376,888	Secretary	\$18,200	\$17,112	2024
Vetgroup Inc	NJ	\$376,568	Executive Dir.	\$51,491	\$47,463	2023
Veteran Community Initiatives Inc	PA	\$375,086	President	\$66,575	\$66,575	2024
Heroes Linked	CA	\$373,514	Ceo	\$154,418	\$133,710	2024
Skeleton Crew Adventures	TX	\$459,641	Director Of	\$47,017	\$48,555	2023
23rd Veteran	MN	\$461,910	Executive Director	\$85,800	\$85,015	2024
Commodore Denig American Legion	OH	\$462,253	Adjutant	\$2,400	\$2,549	2024
Wisconsin Veterans Network Inc	WI	\$462,596	Executive Dir.	\$68,992	\$72,253	2024
Special Ops Xcursions	TN	\$366,586	President	\$55,000	\$57,973	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 84 organizations. Compensation range \$870–\$604,222; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$415,009); for reference, expenses \$395,961 and assets \$206,379.

ROLE MATCH	Steve Monteleone, reported title "EXECUTIVE DIRECTOR/PRESIDENT/SECRETARY", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	81 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 (Steve Monteleone) 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 84 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,980 is reasonable (approximately the 83rd 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.