

Roa Standing Together For America's

Executive Director / CEO

EIN 461374538
 DC · NTEE W30
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Mg Jeffrey E Phillips, Executive Director / CEO** (\$18,644) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

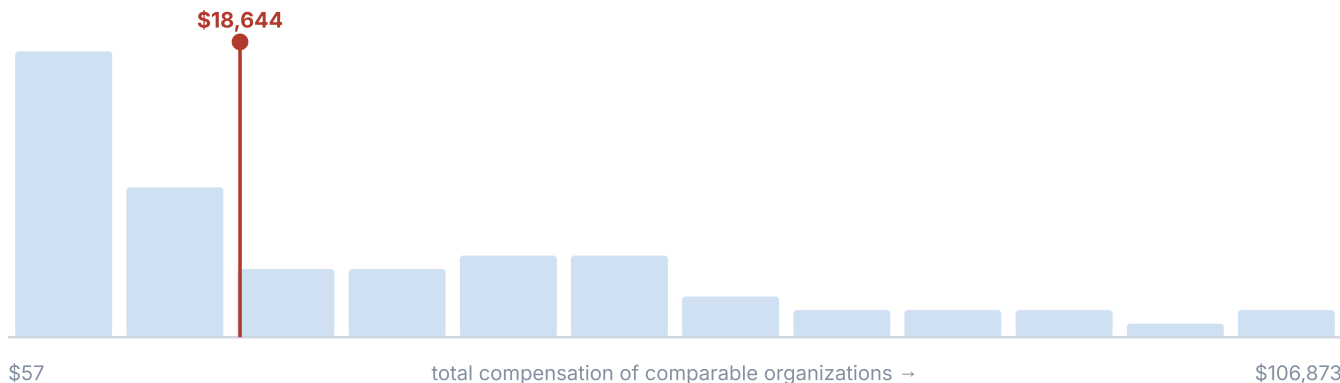
Benchmarked executive: Mg Jeffrey E Phillips — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W30).
BUDGET	Total revenue between \$106,729 and \$238,947 — 0.67x to 1.50x the subject's \$159,298 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,036	\$5,360	\$21,747	\$45,091	\$70,690	\$18,644
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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 DC 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
In Honor Of Our Troops	MD	\$159,452	Chairman President	\$26,000	\$26,905	2024
Kirk Casey Post No 366 Of The American Legion Depa	NY	\$157,640	1st Vice Commander	\$35,500	\$36,556	2023
Spencer-ralston Post No 1254	KS	\$163,557	Quartermaster	\$750	\$874	2025
Veterans Of Foreign War Auxiliary Department Of Ka	KS	\$163,979	Secretary Jr Vic President	\$6,900	\$8,038	2025
The Jewish War Veterans Of The United	DC	\$154,544	National Executive Director	\$3,021	\$3,021	2023
Fleet Reserve Club Of Jax Fl Inc	FL	\$166,714	Manager	\$46,375	\$46,978	2025
Lexington Vfw Post 8738	SC	\$151,619	Canteen Manager	\$25,476	\$29,418	2024
Veterans Of Foreign Wars Of The	ME	\$151,224	Commander	\$300	\$332	2024
Operation Barnabas Inc	FL	\$149,300	Ceo	\$24,000	\$25,693	2023
Veterans Of Foreign Wars Post 2832 Pike Memorial	OH	\$169,487	Quartermaster	\$1,456	\$1,707	2024
Veterans Education Project	VA	\$170,000	Executive Director	\$30,000	\$32,062	2024
U S Veterans Post 104 Corporation	FL	\$170,207	Quartermaster	\$2,000	\$2,141	2023
Hero Expeditions Incorporated	CO	\$170,678	Executive Director	\$36,000	\$38,209	2024
American Legion	NY	\$147,565	Commander	\$15,995	\$15,586	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Veterans Of Foreign Wars Of The United States Inc	NY	\$147,445	Bartender/janitorial	\$17,972	\$17,975	2024
Us Army Warrant Officers Association	VA	\$173,506	Executive Director/ Editor	\$62,398	\$66,687	2024
Valhalla Veterans Services	PA	\$144,845	Executive Director	\$24,000	\$26,491	2024
Semper Fi Flo Foundation	MN	\$143,143	Executive Director	\$54,000	\$57,538	2025
Acworth & Kennesaw Post 5408 Veterans Of Foreign W	GA	\$142,715	Adjutant	\$50	\$57	2023
Veterans Of Foreign Wars Department Of	AK	\$176,865	Quartermaster	\$5,990	\$6,526	2023
American Legion Post 401	OH	\$140,179	1st Vice Com	\$4,000	\$4,828	2023
American Legion Post 169 Inc	MI	\$139,586	Commander, Finance Officer	\$2,100	\$2,470	2023
Veterans Of Foreign Wars Of The United States Dept Of Florida	FL	\$179,435	Quartermaster	\$2,600	\$2,634	2025
Whitehall Lodge No 1491 Bpoe	NY	\$180,612	Secretary	\$1,500	\$1,461	2025
Veterans Of Foreign Wars 9566vfw-mass	MA	\$180,705	Past Quartermaster	\$4,410	\$4,386	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	66 organizations. Compensation range \$57–\$106,873; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$159,298); for reference, expenses \$347,074 and assets \$315,124. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mg Jeffrey E Phillips, reported title " <i>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	50 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Mg Jeffrey E Phillips) 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 13, 2026, comparing compensation against 66 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$18,644 is reasonable (approximately the 50th 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 13, 2026.