

Working Dogs For Vets

Executive Director / CEO

EIN 472426504

TN · NTEE W30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kenneth Knabenshue, Executive Director / CEO** (\$32,513) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Kenneth Knabenshue — reported title “President”, 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 \$234,086 and \$524,074 — 0.67x to 1.50x the subject's \$349,383 (the band tightens as size grows).

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

85 organizations qualified on sector, size, and geography

→ **85** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,685

\$24,316

\$46,220

\$70,361

\$93,372

\$32,513



● 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 TN 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
Idaho Veterans Network Corporation	ID	\$347,789	Director	\$14,400	\$14,573	2025
Leroy O Buck Post No 7863 Vfw Inc	PA	\$354,076	Employee	\$46,717	\$44,321	2025
Hunting With Heroes Inc	WY	\$344,305	Sec-tres-director	\$18,000	\$18,822	2024
Idaho Veterans Chamber Of Commerce	ID	\$343,929	President	\$80,640	\$86,245	2023
The Mandatum Foundation	VA	\$355,534	Lead Coach	\$14,500	\$13,672	2024
Vallejo Veterans Building Council	CA	\$340,530	Building Manager	\$22,500	\$19,533	2023
Mckinney-montgomery Post 141	OK	\$358,425	Finance Officer	\$24,788	\$26,654	2024
Sinking Spring Veterans Home Association	PA	\$362,972	Treasurer	\$24,850	\$24,914	2023
Special Ops Xcursions	TN	\$366,586	President	\$55,000	\$56,455	2024
Department Of Illinois Vfw Auxiliary Inc	IL	\$326,983	Secretary	\$14,600	\$14,431	2023
American Legion Post 286 Inc	FL	\$326,398	Past Command	\$18,820	\$16,820	2025
Heroes Linked	CA	\$373,514	Ceo	\$154,418	\$130,210	2024
Midwest Region Laborers Veterans	IL	\$324,882	Legislative Director	\$139,724	\$134,140	2024
Veteran Community Initiatives Inc	PA	\$375,086	President	\$66,575	\$64,832	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vetgroup Inc	NJ	\$376,568	Executive Dir.	\$51,491	\$46,220	2023
Veterans Ride For Free	CT	\$376,888	Secretary	\$18,200	\$16,664	2024
Advocate	DC	\$377,801	Officer	\$441,381	\$378,231	2024
American Freedom Foundation	FL	\$378,457	President	\$132,509	\$125,149	2023
Honor Bell Foundation Inc	CO	\$319,693	Executive Di	\$43,541	\$40,770	2024
Texas National Guard Family Support Foundation	TX	\$317,202	Executive Director/grant Manager	\$28,806	\$28,138	2024
Hesperus	AZ	\$381,890	Executive Director	\$86,154	\$80,911	2024
Independence For Veterans Inc	NJ	\$383,925	President	\$73,517	\$65,991	2023
Lake Belton Vfw 10377	TX	\$384,655	Quartermaster	\$14,400	\$13,704	2025
Veterans Of Foreign Wars Dept Vfw Ky	KY	\$314,084	Quartermaster	\$31,000	\$31,685	2025
Veterans Of Foreign Wars Of The Us Dpt Of Virginia	VA	\$311,633	Quartermaster	\$28,600	\$26,271	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **85** organizations. Compensation range \$1,759–\$588,404; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$349,383); for reference, expenses \$343,991 and assets \$537,817.
ROLE MATCH	Kenneth Knabenshue, reported title " <i>President</i> ", 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	3 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	36 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 (Kenneth Knabenshue) 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 85 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,513 is reasonable (approximately the 38th 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.