

Vets Advocacy Inc

Executive Director / CEO

EIN 473380520

CA · NTEE L05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anthony Allman, Executive Director / CEO** (\$192,000) against **every comparable organization** that fit the selection criteria — **855** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

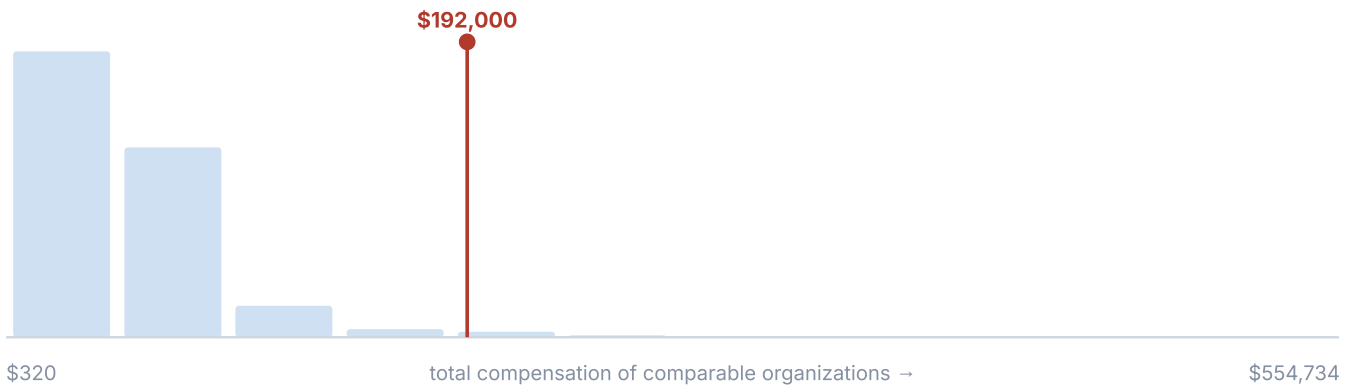
Benchmarked executive: Anthony Allman — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L05).
BUDGET	Total revenue between \$122,394 and \$274,017 — 0.67x to 1.50x the subject's \$182,678 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

855 organizations qualified on sector, size, and geography → **855** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,372	\$21,971	\$41,627	\$68,566	\$90,087	\$192,000
----------	----------	----------	----------	----------	------------------



● 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 CA 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
Mesa Housing Inc	CO	\$182,845	Treasurer	\$14,400	\$16,462	2023
Asi Chandler Inc	MN	\$182,486	President/tr	\$65,715	\$77,419	2023
Aaa Elderly Housing - William Bill	AR	\$182,929	Executive Director	\$12,818	\$17,179	2023
Center Housing Development Fund	NY	\$182,407	Pres/ceo/tre	\$33,037	\$34,572	2024
Methodist Village Inc	AR	\$182,403	Ceo	\$14,434	\$18,305	2025
Parkhurst Community Housing Inc	VT	\$182,965	Executive Director	\$19,269	\$22,461	2024
Tabitha Ministry	NC	\$183,081	Executive Director	\$14,628	\$17,053	2025
Osage Financial Resources Inc	OK	\$183,522	Executive Director	\$86,201	\$109,923	2024
Vesta Three Inc	MD	\$183,633	President	\$21,417	\$23,188	2024
Eden Park Inc	WV	\$183,731	Executive Di	\$5,941	\$7,669	2023
Asi Jackson County Inc	MN	\$181,566	President/tr	\$68,006	\$77,820	2024
Allies Homes 2005 Inc	NJ	\$183,802	Chief Executive Officer	\$29,476	\$30,477	2024
Mp Mezes Inc	CA	\$181,422	Cfo/assistant Secretary	\$59,660	\$61,422	2023
Asi Helena Inc	MN	\$184,029	President/tr	\$65,715	\$77,419	2023
Cmrs Iv Inc	NH	\$181,273	President & Ceo	\$32,010	\$34,229	2024
Converse-kokomo Oic Housing Servicesinc	CA	\$184,108	President/ceo	\$68,128	\$68,128	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Northern Valley Home	ND	\$181,247	President	\$600	\$763	2024
Bay House Housing Development Fund	NY	\$184,243	Secretary/treasurer	\$53,979	\$56,487	2024
Sean Brook House Inc	MA	\$184,359	Executive Director	\$29,252	\$31,341	2023
Roslindale Senior Housing Corporation	MA	\$180,909	President	\$28,210	\$29,357	2024
Ocl Properties Viii Inc	NY	\$180,843	Chief Financial Officer	\$73,290	\$76,696	2024
New Eve Ministries	VA	\$184,568	Executive Director	\$35,878	\$40,118	2024
Asi - Jamestown Inc	MN	\$184,619	President/tr	\$65,715	\$77,419	2023
Unity Court Apartments Inc	WV	\$180,733	President	\$53,483	\$67,062	2024
Habitat For Humanity Of Highland Co Inc	OH	\$184,627	Director	\$10,710	\$13,137	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	855 organizations. Compensation range \$320–\$554,734; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$182,678); for reference, expenses \$232,290 and assets \$66,881.
ROLE MATCH	Anthony Allman, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	574 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 30 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	98 th
Total compensation (D + F), as reported (no adjustments)	99 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	46 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 (Anthony Allman) 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 855 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$192,000 is reasonable (approximately the 98th 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.