

# Peoples Foundation For Connecting Community Military & Veterans

Executive Director / CEO

EIN 473814400  
CA · NTEE W30  
FY ending 2023-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Debra A Peoples, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 5<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Debra A Peoples — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

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

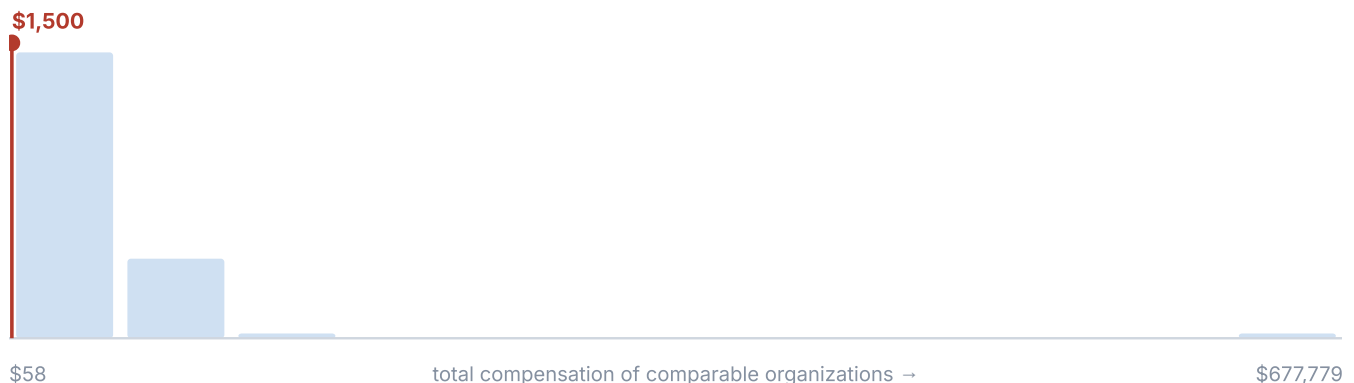
**BUDGET** Total revenue between \$139,032 and \$311,266 — 0.67× to 1.50× the subject's \$207,511 (the band tightens as size grows).

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

**80** organizations qualified on sector, size, and geography

→ **80** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$2,172</b> 10TH	<b>\$11,527</b> 25TH	<b>\$32,721</b> MEDIAN	<b>\$54,249</b> 75TH	<b>\$76,972</b> 90TH	<b>\$1,500</b> THIS ORG · 5TH
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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 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
<a href="#">Dtom 220 Foundation</a>	SD	\$207,188	Ceo, Chairman Of The Board	\$36,040	<b>\$46,062</b>	2023
<a href="#">American Legion Morris Snuggerud Post Membership</a>	WI	\$207,094	3rd Vice Commanderm	\$51,688	<b>\$60,721</b>	2024
<a href="#">Hevin</a>	WA	\$203,834	Vice-presden	\$25,750	<b>\$25,932</b>	2024
<a href="#">Pymatuning Veterans Home Assn</a>	PA	\$202,671	President	\$10,400	<b>\$11,667</b>	2024
<a href="#">American Veterans Service Dog</a>	IL	\$201,691	Treasurer -	\$28,800	<b>\$32,789</b>	2023
<a href="#">Lafayette War Veterans</a>	CA	\$201,261	Center Director	\$96,658	<b>\$96,658</b>	2023
<a href="#">Veterans Of Foreign Wars Of The United</a>	CA	\$199,976	Treasurer	\$42,000	<b>\$40,795</b>	2024
<a href="#">Veterans Of Foreign Wars</a>	CA	\$216,406	Commander	\$2,020	<b>\$1,962</b>	2024
<a href="#">North Shore Veterans Counseling</a>	MA	\$197,898	Executive Di	\$53,000	<b>\$53,572</b>	2024
<a href="#">American Legion Post 204 Harold N Keith</a>	MA	\$196,764	Finance Officer	\$7,200	<b>\$7,277</b>	2024
<a href="#">Vietnam Veterans Of America #317</a>	MO	\$195,555	President	\$34,182	<b>\$39,675</b>	2025
<a href="#">Veterans Of Foreign Wars Post 614</a>	NM	\$221,500	Commander	\$12,301	<b>\$14,498</b>	2025
<a href="#">Walter Jones Post 2876 Veterans Of</a>	IL	\$191,118	Jr Vice Comm	\$10,830	<b>\$11,976</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Veterans Of Foreign Wars</a>	MN	\$224,089	Quartermast	\$9,705	<b>\$11,106</b>	2023
<a href="#">Knott Alone--hold Fast</a>	VA	\$225,184	Ceo	\$16,197	<b>\$17,591</b>	2024
<a href="#">Watsontown American Legion Club Inc</a>	PA	\$189,157	Finance Officer	\$4,050	<b>\$4,543</b>	2024
<a href="#">Pin-ups For Vets</a>	CA	\$188,710	President	\$107,529	<b>\$104,444</b>	2024
<a href="#">American Legion Post 13</a>	AK	\$226,785	Manager	\$33,600	<b>\$37,201</b>	2023
<a href="#">Lutheran Military Veterans</a>	IN	\$227,755	Executive Di	\$62,385	<b>\$74,002</b>	2024
<a href="#">South Dade Womens Veterans Alliance Inc</a>	FL	\$229,790	Ceo/executive Director	\$65,936	<b>\$69,675</b>	2024
<a href="#">American Patriot Service Corporatio</a>	UT	\$184,349	President	\$11,999	<b>\$13,814</b>	2024
<a href="#">American Legion Post 0094 Charles Pratt Post</a>	IN	\$182,068	Bar Gaming Manager	\$38,055	<b>\$43,978</b>	2025
<a href="#">Veterans Of Foreign Wars 9566vfw-mass</a>	MA	\$180,705	Past Quartermaster	\$4,410	<b>\$4,457</b>	2024
<a href="#">Whitehall Lodge No 1491 Bpoe</a>	NY	\$180,612	Secretary	\$1,500	<b>\$1,485</b>	2025
<a href="#">Lake County Honor Flight</a>	IL	\$234,502	Executive Director	\$28,680	<b>\$32,653</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **80** organizations. Compensation range \$58–\$677,779; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$207,511); for reference, expenses \$207,511 and assets \$0.
ROLE MATCH	Debra A Peoples, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	2 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	5 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	5 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	5 <sup>th</sup>

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 (Debra A Peoples) 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 80 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 5<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.