

The Changeorg Charitable Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Preethi Herman, Executive Director / CEO** (\$2,814) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Preethi Herman — 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 (W01).

BUDGET Total revenue between \$53,185 and \$119,071 — 0.67x to 1.50x the subject's \$79,381 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography

→ **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,322

\$5,076

\$16,847

\$42,076

\$83,390

\$2,814



■ 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
100 Entrepreneurs Foundation Inc	MD	\$79,404	President &	\$37,579	\$40,686	2023
Lake Zurich Post 964 American Legion	IL	\$80,105	Finance Officer (Thru 10/24)	\$19,875	\$21,979	2024
Veterans Home Association Of Valley View	PA	\$80,299	Head Bar Tender	\$23,188	\$26,779	2023
Silver Spring Memorial Post 2562 Vf	MD	\$78,130	Post Quartermaster	\$2,600	\$2,815	2023
American Legion Post 165	CT	\$81,585	Adjutant	\$500	\$514	2025
San Cristobal Mutual Domestic Water	NM	\$75,971	Treasurer	\$3,275	\$3,962	2024
Patriotic Kenny Foundation	MN	\$75,889	Executive Di	\$6,500	\$7,225	2024
Department Of Massachusetts Vfw Auxiliary Inc	MA	\$83,297	President	\$4,703	\$4,754	2024
Byron L Sylvaro Post 82 American Legion	MA	\$75,389	Jr Vice Commander	\$10,500	\$10,614	2024
Fit First Responders Inc	OK	\$74,742	Executive Director	\$1,000	\$1,238	2024
Us For Warriors Foundation	CA	\$84,114	Executive Director	\$2,175	\$2,113	2024
American Legion	VT	\$74,473	First Vice Commander	\$3,348	\$3,903	2023
Brockport Area Veterans Club Inc	NY	\$84,547	Treasurer	\$1,275	\$1,334	2023
Business Roundtable Action	DC	\$74,132	Executive Director & Director	\$78,625	\$77,610	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ten8 Project	MO	\$73,188	Executive Director	\$33,654	\$41,279	2023
American Legion Post #132 Emerson & Lane	ME	\$72,742	Commander	\$1,200	\$1,317	2025
Operation Vet Fit Inc	SC	\$86,309	President	\$17,240	\$20,231	2024
Global Resource Connections Inc	IN	\$71,353	Secretary	\$25,410	\$30,142	2024
Cor Community Develop	MO	\$70,827	Secretary	\$8,200	\$10,058	2023
Patriot Week Inc	MI	\$70,005	Executive Director	\$19,500	\$22,641	2024
Townsend Community Access And Media Inc	MA	\$89,371	Executive Director	\$61,339	\$63,833	2023
Juice Orange Mound	TN	\$89,709	Executive Director	\$85,000	\$107,713	2022
Boreal Community Media	MN	\$91,570	Executive Di	\$18,961	\$21,697	2023
Kim Center For Social Balance	CA	\$92,740	Exec Dir	\$80,000	\$77,705	2024
Young Marines National Foundation	FL	\$93,099	Executive Director	\$30,000	\$32,638	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.

Sample, role match & sensitivity

PEER COUNT 64 organizations. Compensation range \$499–\$329,129; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$79,381); for reference, expenses \$4,325,924 and assets \$118,243,903. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Preethi Herman, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	16 th
Total compensation (D + F), as reported (no adjustments)	17 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 (Preethi Herman) 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 64 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,814 is reasonable (approximately the 16th 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.