

# Veterans Of Foreign War Auxiliary Department Of Ka

Executive Director / CEO

EIN 480507090  
KS · NTEE W30  
FY ending 2025-06-30  
June 9, 2026

This analysis benchmarks the total compensation of **Kathy Mccandless, Executive Director / CEO** (\$6,900) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **28<sup>th</sup>** percentile of comparable organizations within the typical range

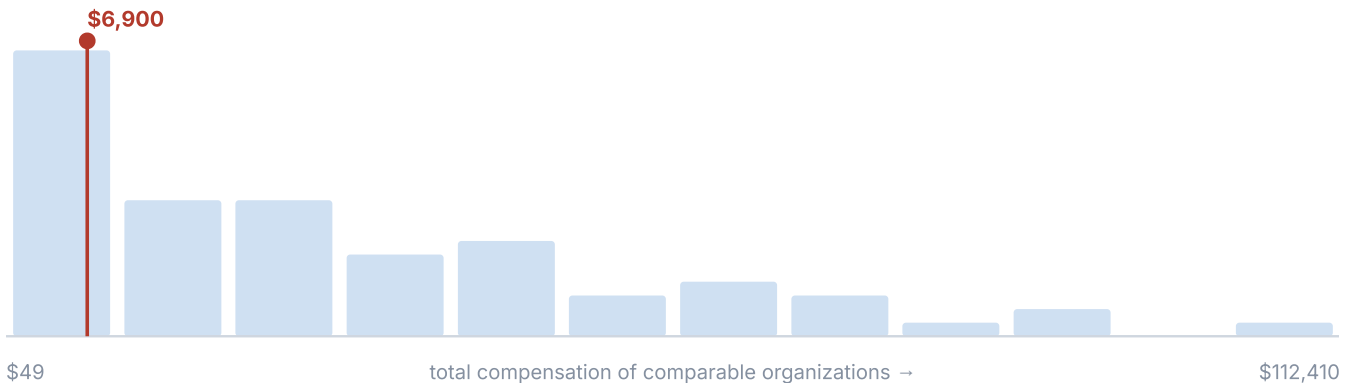
**Benchmarked executive:** Kathy Mccandless — reported title "SECRETARY JR VIC PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W30).
BUDGET	Total revenue between \$109,865 and \$245,968 — 0.67x to 1.50x the subject's \$163,979 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$1,784</b> 10TH	<b>\$5,364</b> 25TH	<b>\$22,237</b> MEDIAN	<b>\$40,482</b> 75TH	<b>\$64,072</b> 90TH	<b>\$6,900</b> THIS ORG · 28TH
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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 KS 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="#">Spencer-ralston Post No 1254</a>	KS	\$163,557	Quartermaster	\$750	<b>\$750</b>	2025
<a href="#">Fleet Reserve Club Of Jax Fl Inc</a>	FL	\$166,714	Manager	\$46,375	<b>\$40,326</b>	2025
<a href="#">In Honor Of Our Troops</a>	MD	\$159,452	Chairman President	\$26,000	<b>\$23,095</b>	2024
<a href="#">Roa Standing Together For America's</a>	DC	\$159,298	Executive Director	\$18,644	<b>\$16,004</b>	2023
<a href="#">Veterans Of Foreign Wars Post 2832 Pike Memorial</a>	OH	\$169,487	Quartermaster	\$1,456	<b>\$1,466</b>	2024
<a href="#">Veterans Education Project</a>	VA	\$170,000	Executive Director	\$30,000	<b>\$27,522</b>	2024
<a href="#">U S Veterans Post 104 Corporation</a>	FL	\$170,207	Quartermaster	\$2,000	<b>\$1,838</b>	2023
<a href="#">Kirk Casey Post No 366 Of The American Legion Depa</a>	NY	\$157,640	1st Vice Commander	\$35,500	<b>\$31,380</b>	2023
<a href="#">Hero Expeditions Incorporated</a>	CO	\$170,678	Executive Director	\$36,000	<b>\$32,799</b>	2024
<a href="#">The Jewish War Veterans Of The United</a>	DC	\$154,544	National Executive Director	\$3,021	<b>\$2,594</b>	2023
<a href="#">Us Army Warrant Officers Association</a>	VA	\$173,506	Executive Director/ Editor	\$62,398	<b>\$57,243</b>	2024
<a href="#">Lexington Vfw Post 8738</a>	SC	\$151,619	Canteen Manager	\$25,476	<b>\$25,252</b>	2024
<a href="#">Veterans Of Foreign Wars Of The</a>	ME	\$151,224	Commander	\$300	<b>\$285</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Veterans Of Foreign Wars Department Of</a>	AK	\$176,865	Quartermaster	\$5,990	<b>\$5,602</b>	2023
<a href="#">Operation Barnabas Inc</a>	FL	\$149,300	Ceo	\$24,000	<b>\$22,055</b>	2023
<a href="#">Veterans Of Foreign Wars Of The United States Dept Of Florida</a>	FL	\$179,435	Quartermaster	\$2,600	<b>\$2,261</b>	2025
<a href="#">American Legion</a>	NY	\$147,565	Commander	\$15,995	<b>\$13,379</b>	2025
<a href="#">Veterans Of Foreign Wars Of The United States Inc</a>	NY	\$147,445	Bartender/janitorial	\$17,972	<b>\$15,430</b>	2024
<a href="#">Whitehall Lodge No 1491 Bpoe</a>	NY	\$180,612	Secretary	\$1,500	<b>\$1,255</b>	2025
<a href="#">Veterans Of Foreign Wars 9566vfw-mass</a>	MA	\$180,705	Past Quartermaster	\$4,410	<b>\$3,766</b>	2024
<a href="#">American Legion Post 0094 Charles Pratt Post</a>	IN	\$182,068	Bar Gaming Manager	\$38,055	<b>\$37,147</b>	2025
<a href="#">Valhalla Veterans Services</a>	PA	\$144,845	Executive Director	\$24,000	<b>\$22,740</b>	2024
<a href="#">American Patriot Service Corporatio</a>	UT	\$184,349	President	\$11,999	<b>\$11,668</b>	2024
<a href="#">Semper Fi Flo Foundation</a>	MN	\$143,143	Executive Director	\$54,000	<b>\$49,390</b>	2025
<a href="#">Acworth &amp; Kennesaw Post 5408 Veterans Of Foreign W</a>	GA	\$142,715	Adjutant	\$50	<b>\$49</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	68 organizations. Compensation range \$49–\$112,410; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$163,979); for reference, expenses \$160,202 and assets \$220,407.
ROLE MATCH	Kathy Mccandless, reported title " <i>SECRETARY JR VIC PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	28 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	25 <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 (Kathy Mccandless) 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 68 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,900 is reasonable (approximately the 28<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.