

# Us Army Warrant Officers Association

Executive Director / CEO

EIN 520992682

VA · NTEE W30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Cara I Rinkokk, Executive Director / CEO** (\$62,398) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89<sup>th</sup>** percentile of comparable organizations within the typical range

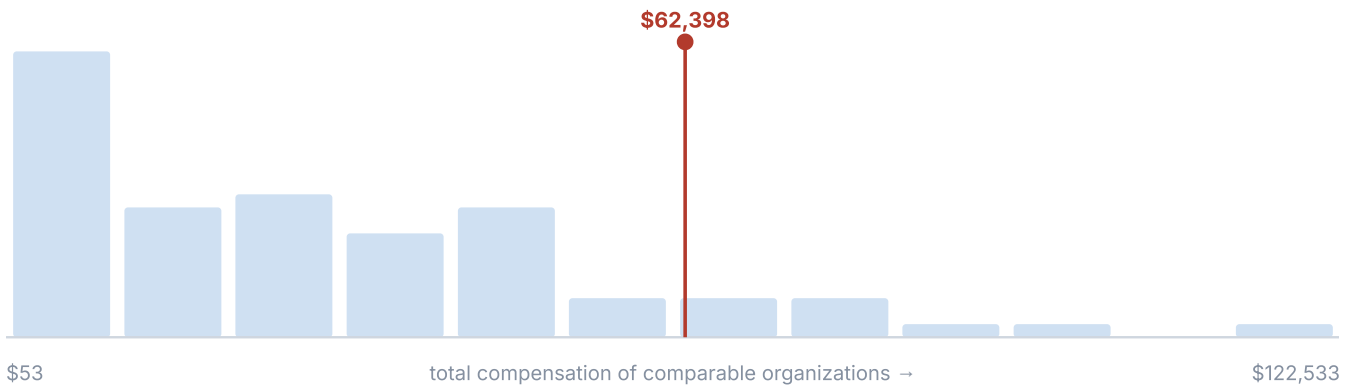
**Benchmarked executive:** Cara I Rinkokk — reported title “EXECUTIVE DIRECTOR/ EDITOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W30).
BUDGET	Total revenue between \$116,249 and \$260,259 — 0.67x to 1.50x the subject's \$173,506 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

**73** organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,065	\$6,701	\$24,436	\$43,958	\$63,754	\$62,398
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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 VA 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="#">Hero Expeditions Incorporated</a>	CO	\$170,678	Executive Director	\$36,000	<b>\$35,751</b>	2024
<a href="#">U S Veterans Post 104 Corporation</a>	FL	\$170,207	Quartermaster	\$2,000	<b>\$2,003</b>	2023
<a href="#">Veterans Of Foreign Wars Department Of</a>	AK	\$176,865	Quartermaster	\$5,990	<b>\$6,106</b>	2023
<a href="#">Veterans Education Project</a>	VA	\$170,000	Executive Director	\$30,000	<b>\$30,000</b>	2024
<a href="#">Veterans Of Foreign Wars Post 2832 Pike Memorial</a>	OH	\$169,487	Quartermaster	\$1,456	<b>\$1,597</b>	2024
<a href="#">Veterans Of Foreign Wars Of The United States Dept Of Florida</a>	FL	\$179,435	Quartermaster	\$2,600	<b>\$2,464</b>	2025
<a href="#">Fleet Reserve Club Of Jax Fl Inc</a>	FL	\$166,714	Manager	\$46,375	<b>\$43,958</b>	2025
<a href="#">Whitehall Lodge No 1491 Bpoe</a>	NY	\$180,612	Secretary	\$1,500	<b>\$1,367</b>	2025
<a href="#">Veterans Of Foreign Wars 9566vfw-mass</a>	MA	\$180,705	Past Quartermaster	\$4,410	<b>\$4,104</b>	2024
<a href="#">American Legion Post 0094 Charles Pratt Post</a>	IN	\$182,068	Bar Gaming Manager	\$38,055	<b>\$40,492</b>	2025
<a href="#">Veterans Of Foreign War Auxiliary Department Of Ka</a>	KS	\$163,979	Secretary Jr Vic President	\$6,900	<b>\$7,521</b>	2025
<a href="#">Spencer-ralston Post No 1254</a>	KS	\$163,557	Quartermaster	\$750	<b>\$818</b>	2025
<a href="#">American Patriot Service Corporatio</a>	UT	\$184,349	President	\$11,999	<b>\$12,719</b>	2024
<a href="#">In Honor Of Our Troops</a>	MD	\$159,452	Chairman President	\$26,000	<b>\$25,175</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Roa Standing Together For America's</a>	DC	\$159,298	Executive Director	\$18,644	<b>\$17,445</b>	2023
<a href="#">Pin-ups For Vets</a>	CA	\$188,710	President	\$107,529	<b>\$96,165</b>	2024
<a href="#">Watson town American Legion Club Inc</a>	PA	\$189,157	Finance Officer	\$4,050	<b>\$4,183</b>	2024
<a href="#">Kirk Casey Post No 366 Of The American Legion Depa</a>	NY	\$157,640	1st Vice Commander	\$35,500	<b>\$34,205</b>	2023
<a href="#">Walter Jones Post 2876 Veterans Of</a>	IL	\$191,118	Jr Vice Comm	\$10,830	<b>\$11,027</b>	2024
<a href="#">The Jewish War Veterans Of The United</a>	DC	\$154,544	National Executive Director	\$3,021	<b>\$2,827</b>	2023
<a href="#">Lexington Vfw Post 8738</a>	SC	\$151,619	Canteen Manager	\$25,476	<b>\$27,526</b>	2024
<a href="#">Vietnam Veterans Of America #317</a>	MO	\$195,555	President	\$34,182	<b>\$36,530</b>	2025
<a href="#">Veterans Of Foreign Wars Of The</a>	ME	\$151,224	Commander	\$300	<b>\$311</b>	2024
<a href="#">American Legion Post 204 Harold N Keith</a>	MA	\$196,764	Finance Officer	\$7,200	<b>\$6,701</b>	2024
<a href="#">Operation Barnabas Inc</a>	FL	\$149,300	Ceo	\$24,000	<b>\$24,041</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 73 organizations. Compensation range \$53–\$122,533; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$173,506); for reference, expenses \$277,322 and assets \$990,211. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Cara I Rinkokk, reported title " <i>EXECUTIVE DIRECTOR/ EDITOR</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	89 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Cara I Rinkokk) 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 73 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,398 is reasonable (approximately the 89<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.