

Acworth & Kennesaw Post 5408 Veterans Of Foreign W

Executive Director / CEO

EIN 581570680
 GA · NTEE W30
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Jon Hawley, Executive Director / CEO** (\$50) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **0th** percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jon Hawley — reported title “ADJUTANT”, 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).

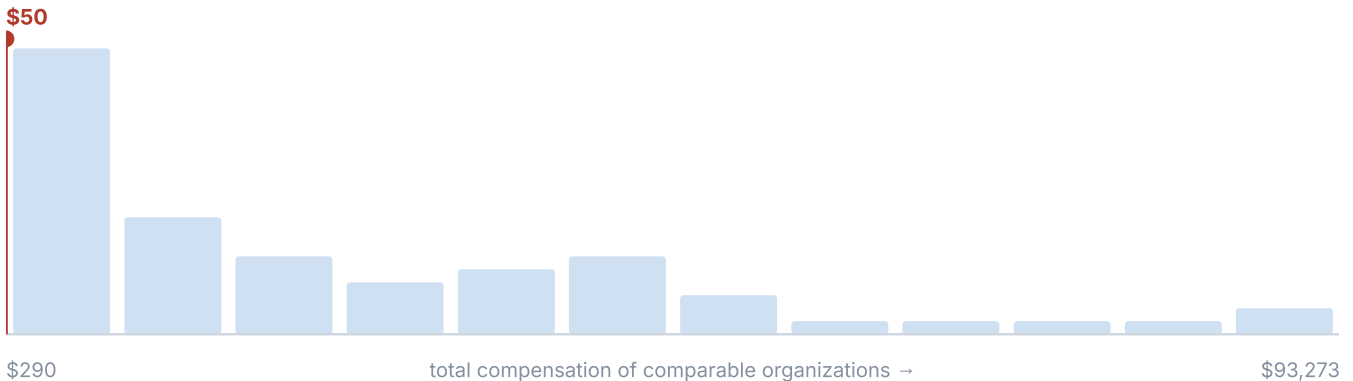
BUDGET Total revenue between \$95,619 and \$214,072 — 0.67x to 1.50x the subject's \$142,715 (the band tightens as size grows).

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

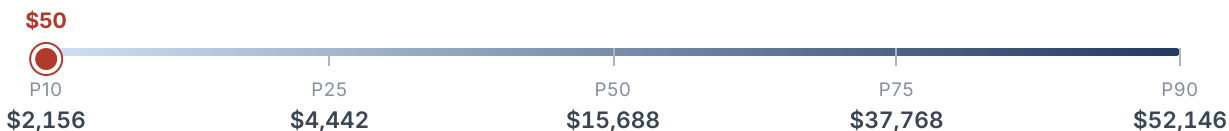
61 organizations qualified on sector, size, and geography

→ **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,156 10TH	\$4,442 25TH	\$15,688 MEDIAN	\$37,768 75TH	\$52,146 90TH	\$50 THIS ORG · 0TH
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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 GA 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
Semper Fi Flo Foundation	MN	\$143,143	Executive Director	\$54,000	\$50,216	2025
Valhalla Veterans Services	PA	\$144,845	Executive Director	\$24,000	\$23,120	2024
American Legion Post 401	OH	\$140,179	1st Vice Com	\$4,000	\$4,214	2023
American Legion Post 169 Inc	MI	\$139,586	Commander, Finance Officer	\$2,100	\$2,156	2023
Veterans Of Foreign Wars Of The United States Inc	NY	\$147,445	Bartender/janitorial	\$17,972	\$15,688	2024
American Legion	NY	\$147,565	Commander	\$15,995	\$13,603	2025
Tioga American Legion Post 139	ND	\$137,632	Finance Officer / Gaming Manager	\$21,500	\$22,792	2024
Wisconsin Vfw Foundation Inc	WI	\$136,914	Director	\$4,684	\$4,726	2024
Operation Barnabas Inc	FL	\$149,300	Ceo	\$24,000	\$22,423	2023
Warriors Rock	PA	\$135,753	Secretary	\$40,800	\$39,304	2024
Veterans Of Foreign Wars Of The	ME	\$151,224	Commander	\$300	\$290	2024
Lexington Vfw Post 8738	SC	\$151,619	Canteen Manager	\$25,476	\$25,674	2024
The Jewish War Veterans Of The United	DC	\$154,544	National Executive Director	\$3,021	\$2,637	2023
Kirk Casey Post No 366 Of The American Legion Depa	NY	\$157,640	1st Vice Commander	\$35,500	\$31,904	2023
Louisiana National Guard Enlisted Association	LA	\$127,680	Executive Director	\$7,400	\$8,104	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Legion Whitestown Post 1113	NY	\$127,346	Service Officer	\$58,425	\$51,000	2024
Roa Standing Together For America's	DC	\$159,298	Executive Director	\$18,644	\$16,271	2023
In Honor Of Our Troops	MD	\$159,452	Chairman President	\$26,000	\$23,481	2024
American Legion Post 234	IN	\$125,706	Commander	\$9,809	\$10,288	2023
Hand In Hand Partnership	AL	\$125,038	Secretary And Treasurer	\$67,084	\$72,078	2023
Spencer-ralston Post No 1254	KS	\$163,557	Quatermaster	\$750	\$763	2025
Veterans Of Foreign War Auxiliary Department Of Ka	KS	\$163,979	Secretary Jr Vic President	\$6,900	\$7,015	2025
The American Legion Northridge Post 746 Memorial Building Inc	OH	\$120,835	Bartender	\$4,313	\$4,299	2025
American Legion Post 87	NC	\$120,375	Finance Officer	\$2,200	\$2,261	2023
Fleet Reserve Club Of Jax FI Inc	FL	\$166,714	Manager	\$46,375	\$41,000	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **61** organizations. Compensation range \$290–\$93,273; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$142,715); for reference, expenses \$145,907 and assets \$476,909.
ROLE MATCH	Jon Hawley, reported title "ADJUTANT", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	5 th
All sources (D + E + F), adjusted	0 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 (Jon Hawley) 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 61 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50 is reasonable (approximately the 0th 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.