

Hand In Hand Partnership

Executive Director / CEO

EIN 611499148

AL · NTEE W30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **John Constantine, Executive Director / CEO** (\$67,084) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: John Constantine — reported title “Secretary and Treasurer”, 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).

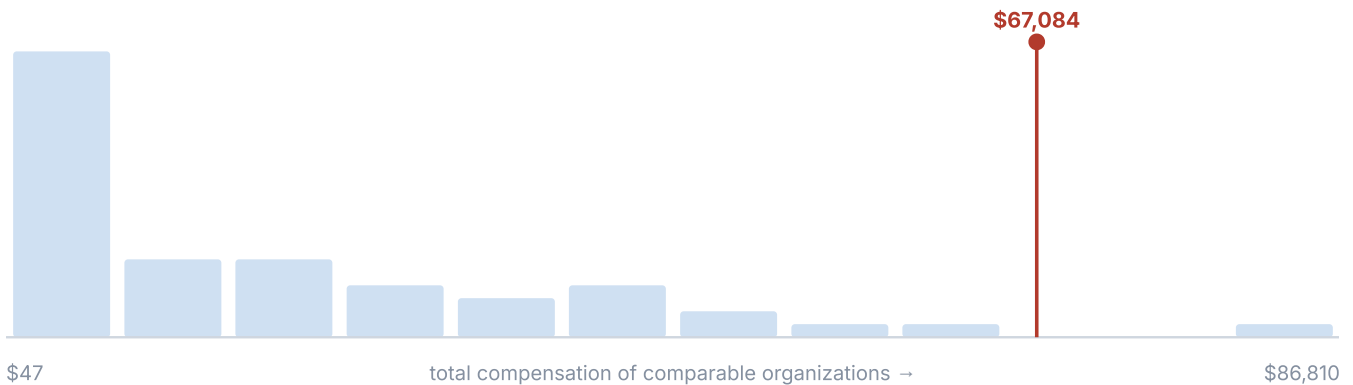
BUDGET Total revenue between \$83,775 and \$187,557 — 0.67x to 1.50x the subject's \$125,038 (the band tightens as size grows).

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

50 organizations qualified on sector, size, and geography

→ **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,366	\$2,731	\$10,309	\$26,903	\$39,017	\$67,084
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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 AL 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
American Legion Post 234	IN	\$125,706	Commander	\$9,809	\$9,575	2023
American Legion Whitestown Post 1113	NY	\$127,346	Service Officer	\$58,425	\$47,467	2024
Louisiana National Guard Enlisted Association	LA	\$127,680	Executive Director	\$7,400	\$7,542	2023
The American Legion Northridge Post 746 Memorial Building Inc	OH	\$120,835	Bartender	\$4,313	\$4,001	2025
American Legion Post 87	NC	\$120,375	Finance Officer	\$2,200	\$2,104	2023
Veteran Business Project Inc	IL	\$118,064	Ceo	\$72,500	\$64,083	2024
Hershey Memorial Post 3502 Canteen	PA	\$117,525	Canteen Mana	\$40,905	\$37,758	2023
Gen Richard G Stillwell Korean War	VA	\$114,696	President	\$100,000	\$86,810	2024
Warriors Rock	PA	\$135,753	Secretary	\$40,800	\$36,581	2024
Wisconsin Vfw Foundation Inc	WI	\$136,914	Director	\$4,684	\$4,398	2024
Tioga American Legion Post 139	ND	\$137,632	Finance Officer / Gaming Manager	\$21,500	\$21,213	2024
American Legion Post 169 Inc	MI	\$139,586	Commander, Finance Officer	\$2,100	\$2,006	2023
American Legion Post 12	VT	\$109,920	Finance Offi	\$15,000	\$13,575	2024
American Legion Post 401	OH	\$140,179	1st Vice Com	\$4,000	\$3,922	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Servicemen's Club Inc	MN	\$108,950	Club Manager	\$40,062	\$36,642	2023
Lebaron Post Home Association	PA	\$107,789	Director	\$4,700	\$4,338	2023
Acworth & Kennesaw Post 5408 Veterans Of Foreign W	GA	\$142,715	Adjutant	\$50	\$47	2023
Cecil Field Powmia Memorial Inc	FL	\$107,335	Director	\$10,408	\$8,790	2024
Semper Fi Flo Foundation	MN	\$143,143	Executive Director	\$54,000	\$46,737	2025
Valhalla Veterans Services	PA	\$144,845	Executive Director	\$24,000	\$21,518	2024
Veterans Of Foreign Wars Of The United States Inc	NY	\$147,445	Bartender/janitorial	\$17,972	\$14,601	2024
American Legion	NY	\$147,565	Commander	\$15,995	\$12,660	2025
Operation Barnabas Inc	FL	\$149,300	Ceo	\$24,000	\$20,870	2023
Veterans Of Foreign Wars Of The	ME	\$151,224	Commander	\$300	\$270	2024
Feast Of Crispian	WI	\$98,596	President & Managing Director	\$28,125	\$27,189	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **50** organizations. Compensation range \$47–\$86,810; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$125,038); for reference, expenses \$233,351 and assets \$201,104. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	John Constantine, reported title " <i>Secretary and Treasurer</i> ", 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	98 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	92 nd

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 (John Constantine) 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 10, 2026, comparing compensation against 50 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$67,084 is reasonable (approximately the 98th 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 10, 2026.