

Feast Of Crispian

Executive Director / CEO

EIN 810689965
 WI · NTEE W30
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Nancy Smith-watson, Executive Director / CEO** (\$28,125) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Nancy Smith-watson — reported title “President & Managing Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W30).

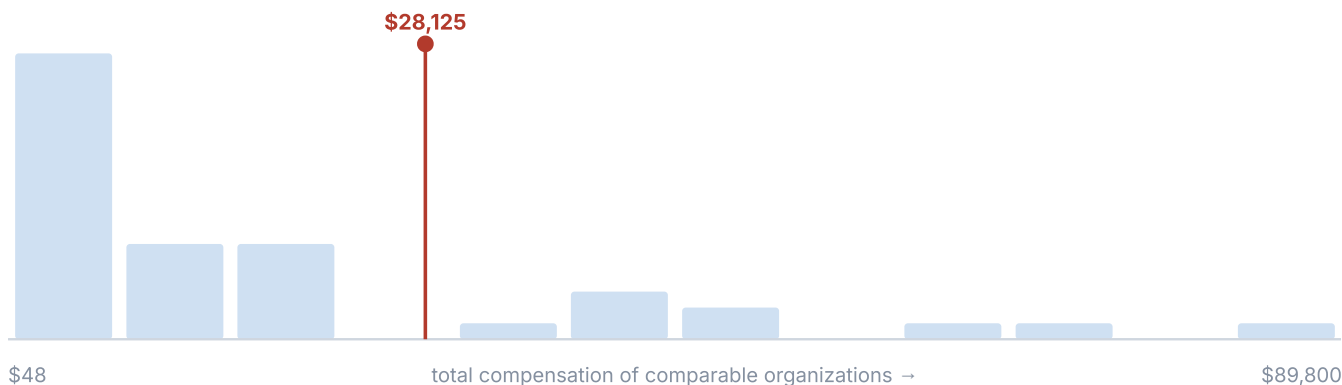
BUDGET Total revenue between \$66,059 and \$147,894 — 0.67x to 1.50x the subject's \$98,596 (the band tightens as size grows).

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

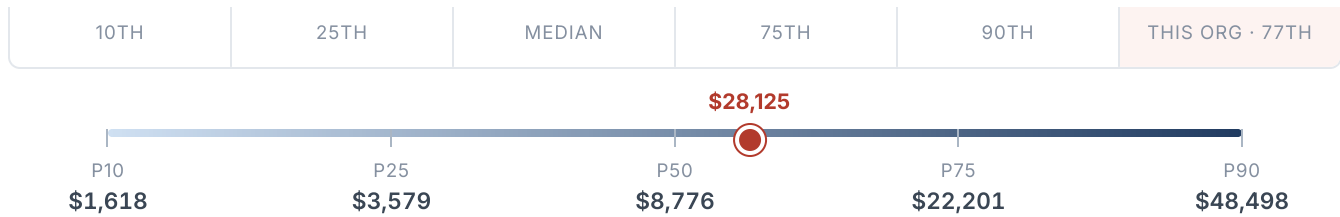
39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,618	\$3,579	\$8,776	\$22,201	\$48,498	\$28,125
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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 WI 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
Kiester Legion Post 454	MN	\$97,728	Commander	\$4,716	\$4,334	2024
American Legion Post 333	IN	\$97,240	Service Officer	\$4,360	\$4,276	2024
St Cloud Standdown Inc	MN	\$96,010	Director	\$2,400	\$2,205	2024
Cecil Field Powmia Memorial Inc	FL	\$107,335	Director	\$10,408	\$9,093	2024
Lebaron Post Home Association	PA	\$107,789	Director	\$4,700	\$4,488	2023
Servicemen's Club Inc	MN	\$108,950	Club Manager	\$40,062	\$37,904	2023
American Legion Post 12	VT	\$109,920	Finance Offi	\$15,000	\$14,042	2024
Operation Vet Fit Inc	SC	\$86,309	President	\$17,240	\$16,727	2024
Brockport Area Veterans Club Inc	NY	\$84,547	Treasurer	\$1,275	\$1,103	2023
Us For Warriors Foundation	CA	\$84,114	Executive Director	\$2,175	\$1,747	2024
Department Of Massachusetts Vfw Auxiliary Inc	MA	\$83,297	President	\$4,703	\$3,931	2024
Gen Richard G Stillwell Korean War	VA	\$114,696	President	\$100,000	\$89,800	2024
American Legion Post 165	CT	\$81,585	Adjutant	\$500	\$425	2025
Veterans Home Association Of Valley View	PA	\$80,299	Head Bar Tender	\$23,188	\$22,142	2023
Lake Zurich Post 964 American Legion	IL	\$80,105	Finance Officer (Thru 10/24)	\$19,875	\$18,173	2024
Hershey Memorial Post 3502 Canteen	PA	\$117,525	Canteen Mana	\$40,905	\$39,059	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
100 Entrepreneurs Foundation Inc	MD	\$79,404	President &	\$37,579	\$33,640	2023
Veteran Business Project Inc	IL	\$118,064	Ceo	\$72,500	\$66,290	2024
Silver Spring Memorial Post 2562 Vf	MD	\$78,130	Post Quartermaster	\$2,600	\$2,327	2023
American Legion Post 87	NC	\$120,375	Finance Officer	\$2,200	\$2,177	2023
The American Legion Northridge Post 746 Memorial Building Inc	OH	\$120,835	Bartender	\$4,313	\$4,139	2025
Patriotic Kenny Foundation	MN	\$75,889	Executive Di	\$6,500	\$5,974	2024
Byron L Sylvaro Post 82 American Legion	MA	\$75,389	Jr Vice Commander	\$10,500	\$8,776	2024
American Legion	VT	\$74,473	First Vice Commander	\$3,348	\$3,227	2023
American Legion Post #132 Emerson & Lane	ME	\$72,742	Commander	\$1,200	\$1,089	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 39 organizations. Compensation range \$48–\$89,800; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$98,596); for reference, expenses \$155,530 and assets \$35,275. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Nancy Smith-watson, reported title " <i>President & Managing Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	74 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 (Nancy Smith-watson) 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 39 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,125 is reasonable (approximately the 77th 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.