

# New Hampshire Veterans Association

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Peter Clark, Executive Director / CEO** (\$1,950) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Peter Clark — reported title "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 \$187,857 and \$420,577 — 0.67x to 1.50x the subject's \$280,385 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,760	\$21,781	\$44,783	\$69,459	\$99,085	<b>\$1,950</b>
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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 NH 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="#">Veterans Of Foreign Wars Of The United</a>	PA	\$281,123	Treasurer/secretary	\$54,074	<b>\$58,400</b>	2024
<a href="#">Veterans Of Foreign Wars Post 8794</a>	OH	\$282,624	Chaplain	\$48,288	<b>\$53,961</b>	2025
<a href="#">The Heroes Project</a>	CA	\$285,068	Director	\$697,799	<b>\$652,560</b>	2024
<a href="#">National Guard Association Of</a>	MN	\$289,665	Executive Di	\$25,200	<b>\$26,967</b>	2024
<a href="#">The Navigation Center Fka Military</a>	SC	\$290,266	Executive Di	\$54,253	<b>\$61,297</b>	2024
<a href="#">Paralyzed Veterans Of America North Cent</a>	SD	\$268,925	Executive Director - Left 08/2024	\$86,077	<b>\$102,882</b>	2024
<a href="#">Bourn Free Foundation</a>	NV	\$267,799	Cfo Treasure	\$9,000	<b>\$9,770</b>	2024
<a href="#">Veterans Of Foreign Wars Department</a>	DE	\$266,283	Service Offi	\$60,000	<b>\$61,985</b>	2025
<a href="#">George N Althouse Memorial Association</a>	PA	\$299,782	Vice President	\$14,400	<b>\$15,552</b>	2024
<a href="#">Joint Service Special Operations</a>	MT	\$258,941	Executive Di	\$40,000	<b>\$46,696</b>	2024
<a href="#">Chief Warrant And Warrant</a>	IL	\$301,849	Executive Dir.	\$78,000	<b>\$85,501</b>	2023
<a href="#">American Legion</a>	NY	\$301,875	Commander	\$2,100	<b>\$2,055</b>	2024
<a href="#">Marineparentscom Inc</a>	MO	\$301,967	President	\$82,551	<b>\$94,691</b>	2024
<a href="#">Minnesota Association Of County Veterans</a>	MN	\$302,004	Executive Director	\$64,350	<b>\$68,862</b>	2024
<a href="#">Utah Veterans Alliance</a>	UT	\$258,394	President	\$46,600	<b>\$51,652</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Legion Post #144</a>	MI	\$256,579	Office Manager	\$30,913	<b>\$34,556</b>	2024
<a href="#">Mattersville</a>	CO	\$255,780	President & Ceo	\$11,500	<b>\$12,295</b>	2023
<a href="#">American Legion Post 159</a>	VA	\$305,205	Vice Commander	\$29,608	<b>\$31,875</b>	2023
<a href="#">Veterans Of Foreign Wars Post 629</a>	WV	\$307,683	Manager	\$29,030	<b>\$34,041</b>	2024
<a href="#">Operation Rebuild Hope</a>	OR	\$309,385	Coo	\$37,600	<b>\$37,815</b>	2024
<a href="#">Patriot Military Family Foundation</a>	NC	\$250,832	Executive Director	\$19,500	<b>\$22,465</b>	2023
<a href="#">American Legion Post 233</a>	IL	\$250,649	Manager	\$43,705	<b>\$46,533</b>	2024
<a href="#">Amigo Air Sho Inc</a>	TX	\$250,000	Ceo	\$30,707	<b>\$33,266</b>	2024
<a href="#">82d Airborne Division Association Inc</a>	NC	\$310,900	Executive Director	\$65,500	<b>\$73,296</b>	2024
<a href="#">Veterans Of Foreign Wars Of The Us Dpt Of Virginia</a>	VA	\$311,633	Quartermaster	\$28,600	<b>\$29,136</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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** 84 organizations. Compensation range \$1,444–\$652,560; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$280,385); for reference, expenses \$251,256 and assets \$1,718,730.

ROLE MATCH	Peter Clark, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	1 <sup>st</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Peter Clark) 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 84 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,950 is reasonable (approximately the 2<sup>nd</sup> 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.