

Love Our Veterans Inc

Executive Director / CEO

EIN 880916673
 NC · NTEE T12
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kevin Popko, Executive Director / CEO** (\$77,662) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

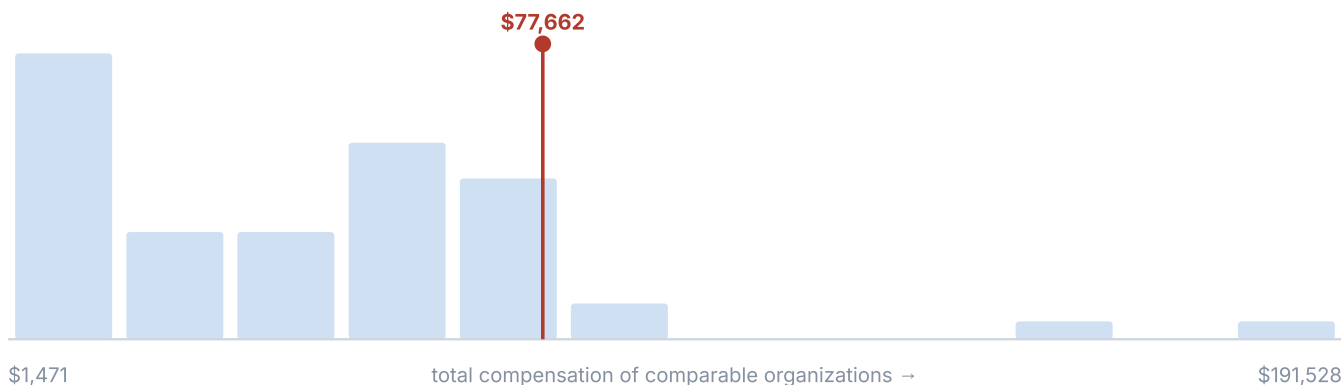
Benchmarked executive: Kevin Popko — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T12).
BUDGET	Total revenue between \$164,227 and \$367,674 — 0.67x to 1.50x the subject's \$245,116 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T12), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,427	\$16,509	\$40,843	\$63,597	\$78,807	\$77,662
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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 NC 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
All For Lunch Inc	GA	\$247,690	Executive Director	\$30,000	\$28,356	2024
The Lifeshare Foundation	OK	\$248,336	Chief Executive Officer	\$48,631	\$50,339	2024
Laborers' District Council	IL	\$239,085	Chairman	\$207,244	\$191,528	2024
Straight Street International	TN	\$253,475	Treasurer	\$41,000	\$41,709	2023
Air Capital Charities Inc	KS	\$233,591	President/director	\$89,357	\$90,747	2024
Southwest Members Care Inc	TN	\$231,021	President	\$161,707	\$159,785	2024
Crecer Foundation	KS	\$229,915	Executive Director	\$28,800	\$29,248	2024
Childrens Network Internationa	GA	\$261,184	Ceo/cfo	\$9,600	\$9,342	2023
Music 4 Miracles Inc	FL	\$228,283	President	\$70,356	\$62,131	2024
Indy Hub Foundation Inc	IN	\$228,023	President	\$80,100	\$79,405	2024
Women's Fund Of Greater La Crosse Inc	WI	\$263,732	Executive Director	\$52,600	\$51,640	2024
Ur Community Cares Inc	CT	\$225,990	Executive Director	\$57,640	\$50,803	2024
Ps I Love You Foundation	CA	\$266,739	Key Employee	\$78,000	\$65,185	2023
Eclesia Christian Apostolic Community Inc	FL	\$222,724	Da Silva Teixeira	\$45,269	\$39,977	2024
Hope For Autumn Foundation	AL	\$222,332	Executive Director	\$60,049	\$60,983	2024
Zeitler Charitable Trust	OH	\$219,576	Trustee	\$2,000	\$1,992	2024
Lakes Area United Way	MN	\$271,036	Executive Dir.	\$66,522	\$61,789	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Exodus Vision	CA	\$271,629	President	\$20,833	\$16,910	2024
Angela Stanford Foundation	TX	\$274,306	Executive Dir.	\$53,750	\$50,543	2024
The Isaacs Foundation	TN	\$276,448	President	\$16,800	\$16,600	2024
Healing Hand Foundation	AK	\$212,578	Executive Di	\$40,000	\$35,949	2024
Unity Music Foundation	CA	\$209,951	Secretary	\$23,168	\$19,362	2023
Building Industry Charitable Foundation	KY	\$206,718	Executive Vice-president	\$13,400	\$13,534	2024
Grant Fuhr Foundation	CA	\$288,111	Event Director	\$20,000	\$16,234	2024
Hope Reigns Charity Foundation Inc	CA	\$288,247	President	\$26,561	\$21,560	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	52 organizations. Compensation range \$1,471–\$191,528; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$245,116); for reference, expenses \$157,918 and assets \$87,198.
ROLE MATCH	Kevin Popko, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 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	88 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	73 rd

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 (Kevin Popko) 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 52 similarly situated organizations (Same NTEE sector (T12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$77,662 is reasonable (approximately the 88th 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.