

# Veterans Of Foreign Wars Of The United

Executive Director / CEO

EIN 941011531

CA · NTEE W303

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Julia Vaught, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Julia Vaught — reported title “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

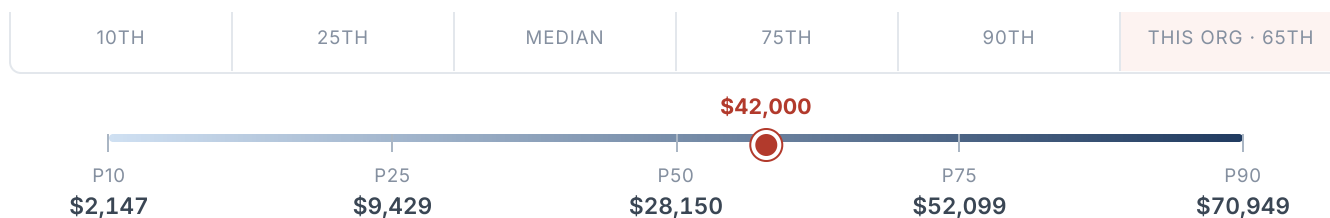
SECTOR	Organizations sharing the subject's NTEE classification (W303).
BUDGET	Total revenue between \$133,983 and \$299,964 — 0.67x to 1.50x the subject's \$199,976 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W30), nationwide + budget 0.67–1.5x revenue.

**75** organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,147	\$9,429	\$28,150	\$52,099	\$70,949	\$42,000
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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 CA 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="#">Lafayette War Veterans</a>	CA	\$201,261	Center Director	\$96,658	<b>\$99,513</b>	2023
<a href="#">American Veterans Service Dog</a>	IL	\$201,691	Treasurer -	\$28,800	<b>\$33,758</b>	2023
<a href="#">North Shore Veterans Counseling</a>	MA	\$197,898	Executive Di	\$53,000	<b>\$55,155</b>	2024
<a href="#">Pymatuning Veterans Home Assn</a>	PA	\$202,671	President	\$10,400	<b>\$12,011</b>	2024
<a href="#">American Legion Post 204 Harold N Keith</a>	MA	\$196,764	Finance Officer	\$7,200	<b>\$7,493</b>	2024
<a href="#">Hevin</a>	WA	\$203,834	Vice-presden	\$25,750	<b>\$26,698</b>	2024
<a href="#">Vietnam Veterans Of America #317</a>	MO	\$195,555	President	\$34,182	<b>\$40,846</b>	2025
<a href="#">American Legion Morris Snuggerud Post Membership</a>	WI	\$207,094	3rd Vice Commandergm	\$51,688	<b>\$62,514</b>	2024
<a href="#">Dtom 220 Foundation</a>	SD	\$207,188	Ceo, Chairman Of The Board	\$36,040	<b>\$47,424</b>	2023
<a href="#">Peoples Foundation For Connecting Community Military &amp; Veterans</a>	CA	\$207,511	Secretary	\$1,500	<b>\$1,544</b>	2023
<a href="#">Walter Jones Post 2876 Veterans Of</a>	IL	\$191,118	Jr Vice Comm	\$10,830	<b>\$12,330</b>	2024
<a href="#">Watsonstown American Legion Club Inc</a>	PA	\$189,157	Finance Officer	\$4,050	<b>\$4,677</b>	2024
<a href="#">Pin-ups For Vets</a>	CA	\$188,710	President	\$107,529	<b>\$107,529</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Patriot Service Corporatio</a>	UT	\$184,349	President	\$11,999	<b>\$14,222</b>	2024
<a href="#">Veterans Of Foreign Wars</a>	CA	\$216,406	Commander	\$2,020	<b>\$2,020</b>	2024
<a href="#">American Legion Post 0094 Charles Pratt Post</a>	IN	\$182,068	Bar Gaming Manager	\$38,055	<b>\$45,277</b>	2025
<a href="#">Veterans Of Foreign Wars 9566vfw-mass</a>	MA	\$180,705	Past Quartermaster	\$4,410	<b>\$4,589</b>	2024
<a href="#">Whitehall Lodge No 1491 Bpoe</a>	NY	\$180,612	Secretary	\$1,500	<b>\$1,529</b>	2025
<a href="#">Veterans Of Foreign Wars Of The United States Dept Of Florida</a>	FL	\$179,435	Quartermaster	\$2,600	<b>\$2,756</b>	2025
<a href="#">Veterans Of Foreign Wars Post 614</a>	NM	\$221,500	Commander	\$12,301	<b>\$14,927</b>	2025
<a href="#">Veterans Of Foreign Wars Department Of</a>	AK	\$176,865	Quartermaster	\$5,990	<b>\$6,828</b>	2023
<a href="#">Veterans Of Foreign Wars</a>	MN	\$224,089	Quartermast	\$9,705	<b>\$11,434</b>	2023
<a href="#">Knott Alone--hold Fast</a>	VA	\$225,184	Ceo	\$16,197	<b>\$18,111</b>	2024
<a href="#">Us Army Warrant Officers Association</a>	VA	\$173,506	Executive Director/ Editor	\$62,398	<b>\$69,772</b>	2024
<a href="#">American Legion Post 13</a>	AK	\$226,785	Manager	\$33,600	<b>\$38,300</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	75 organizations. Compensation range \$59–\$697,799; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$199,976); for reference, expenses \$150,363 and assets \$709,507.
ROLE MATCH	Julia Vaught, reported title " <i>Treasurer</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	61 <sup>st</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 (Julia Vaught) 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 75 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 65<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.