

Veterans Of Foreign Wars

Executive Director / CEO

EIN 952394120
 CA · NTEE W303
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kenny Lindberg, Executive Director / CEO** (\$2,020) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kenny Lindberg — reported title “COMMANDER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (W303).

BUDGET Total revenue between \$144,992 and \$324,609 — 0.67x to 1.50x the subject's \$216,406 (the band tightens as size grows).

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

79 organizations qualified on sector, size, and geography → **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,653

\$13,685

\$34,085

\$55,194

\$80,114

\$2,020



■ 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
Veterans Of Foreign Wars Post 614	NM	\$221,500	Commander	\$12,301	\$14,927	2025
Veterans Of Foreign Wars	MN	\$224,089	Quartermast	\$9,705	\$11,434	2023
Knott Alone--hold Fast	VA	\$225,184	Ceo	\$16,197	\$18,111	2024
Peoples Foundation For Connecting Community Military & Veterans	CA	\$207,511	Secretary	\$1,500	\$1,544	2023
Dtom 220 Foundation	SD	\$207,188	Ceo, Chairman Of The Board	\$36,040	\$47,424	2023
American Legion Morris Snuggerud Post Membership	WI	\$207,094	3rd Vice Commandergm	\$51,688	\$62,514	2024
American Legion Post 13	AK	\$226,785	Manager	\$33,600	\$38,300	2023
Lutheran Military Veterans	IN	\$227,755	Executive Di	\$62,385	\$76,188	2024
Hevin	WA	\$203,834	Vice-presden	\$25,750	\$26,698	2024
South Dade Womens Veterans Alliance Inc	FL	\$229,790	Ceo/executive Director	\$65,936	\$71,733	2024
Pymatuning Veterans Home Assn	PA	\$202,671	President	\$10,400	\$12,011	2024
American Veterans Service Dog	IL	\$201,691	Treasurer -	\$28,800	\$33,758	2023
Lafayette War Veterans	CA	\$201,261	Center Director	\$96,658	\$99,513	2023
Veterans Of Foreign Wars Of The United	CA	\$199,976	Treasurer	\$42,000	\$42,000	2024
Lake County Honor Flight	IL	\$234,502	Executive Director	\$28,680	\$33,617	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Shore Veterans Counseling	MA	\$197,898	Executive Di	\$53,000	\$55,155	2024
American Legion Post 204 Harold N Keith	MA	\$196,764	Finance Officer	\$7,200	\$7,493	2024
Warrior Strong Inc	PA	\$236,873	President	\$75,385	\$87,060	2024
Vietnam Veterans Of America #317	MO	\$195,555	President	\$34,182	\$40,846	2025
Dunham House Inc	NE	\$239,278	Executive Director	\$110,000	\$137,013	2024
Burn Pits 360	TX	\$239,581	Director	\$60,000	\$69,506	2024
Armed Forces Services Center	MN	\$240,858	Executive Di	\$48,677	\$54,265	2025
Walter Jones Post 2876 Veterans Of	IL	\$191,118	Jr Vice Comm	\$10,830	\$12,330	2024
Watson & Black American Legion Post 126	PA	\$242,753	Manager	\$19,624	\$23,333	2023
Watsontown American Legion Club Inc	PA	\$189,157	Finance Officer	\$4,050	\$4,677	2024

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.

■ Sample, role match & sensitivity

PEER COUNT 79 organizations. Compensation range \$348–\$697,799; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$216,406); for reference, expenses \$291,459 and assets \$559,338.

ROLE MATCH	Kenny Lindberg, reported title " <i>COMMANDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	6 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (Kenny Lindberg) 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 79 similarly situated organizations (Same NTEE sector (W30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,020 is reasonable (approximately the 6th 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.