

Green Mountain Self Advocates Inc

Executive Director / CEO

EIN 010971799

VT · NTEE P018

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Karen Topper, Executive Director / CEO** (\$52,000) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

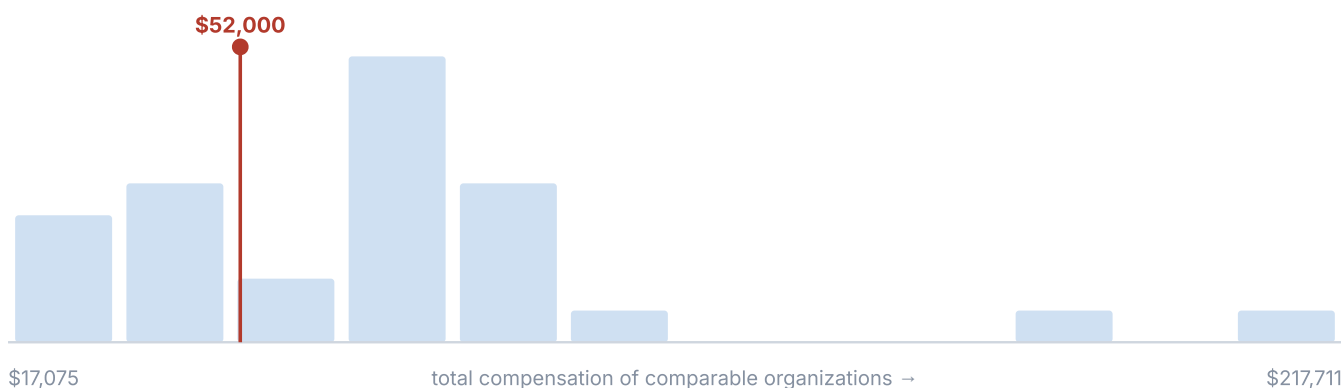
Benchmarked executive: Karen Topper — reported title “ADMINISTRATIVE DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P018).
- BUDGET** Total revenue between \$277,822 and \$621,991 — 0.67x to 1.50x the subject's \$414,661 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,609	\$43,359	\$72,950	\$85,933	\$100,954	\$52,000
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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 VT 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
Alaska Family Council	AK	\$416,426	Executive Director	\$78,000	\$74,088	2023
National Partnership For Women	DC	\$404,000	President	\$47,983	\$40,633	2024
Umoja Village	SC	\$431,368	Ceo Cofounder	\$34,147	\$35,393	2023
Forward Justice Action Network	NC	\$439,971	Co-director	\$50,137	\$49,993	2024
My Brother's Keeper Task Force Inc	MA	\$384,360	Co-president & Director	\$19,125	\$17,075	2023
Second Nurture	CT	\$380,391	Executive Director & Trustee	\$92,443	\$83,643	2024
Ten Toes In	CA	\$378,175	Executive Di	\$69,571	\$57,973	2024
Wichitas Littlest Heroes	KS	\$371,868	Executive Director	\$65,889	\$68,692	2024
North Carolina Values Coalition	NC	\$468,733	Executive Di	\$84,999	\$87,257	2023
Massachusetts Coalition To Prevent Gun	MA	\$484,845	Executive Director	\$102,352	\$88,758	2024
Ndn Action Network Inc	SD	\$486,676	Managing Directors	\$20,872	\$22,229	2024
Minnesota Alliance On Crime	MN	\$490,625	Executive Di	\$104,175	\$96,775	2025
Justice For Girls Coalition Of Washington State	WA	\$329,017	Executive Director	\$89,036	\$79,198	2023
Salute 2 Service	PA	\$502,523	Founder/exec	\$46,000	\$44,268	2024
Chicago Refugee Coalition	IL	\$320,192	Executive Dir.	\$22,750	\$21,583	2024
Travel Unity Inc	NY	\$310,772	Executive Director	\$211,104	\$184,085	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mapp Inc	CT	\$309,595	President	\$77,090	\$71,812	2023
Tri-lakes Center For Independent	NY	\$307,890	Executive Di	\$42,974	\$37,474	2024
Families In Action For Justice	CA	\$300,000	Ceo	\$28,210	\$24,201	2023
Childrens Advocacy Center Of Virginia	VA	\$532,388	Executive Dir.	\$83,748	\$78,033	2024
The Health & Housing Consortiuminc	NY	\$294,677	Executive Director	\$111,762	\$100,337	2023
The Groundswell Group Inc	NY	\$287,248	Chief Execut	\$93,450	\$81,490	2024
Triumphant Hands Inc	NY	\$287,036	Executive Director	\$91,508	\$79,796	2024
Pregnant Choices	GA	\$549,919	Executive Di	\$60,000	\$58,219	2024
Hopeland	NY	\$559,125	Ceo	\$242,502	\$217,711	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 VT 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 28 organizations. Compensation range \$17,075–\$217,711; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$414,661); for reference, expenses \$317,996 and assets \$589,850.

ROLE MATCH Karen Topper, reported title "*ADMINISTRATIVE DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	5 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	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	32 nd
All sources (D + E + F), adjusted	18 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 (Karen Topper) 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 28 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 32nd 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.