

Lamoille Economic Development Corp

Executive Director / CEO

EIN 030221525
 VT · NTEE S41
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Patrick Ripley, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **456** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

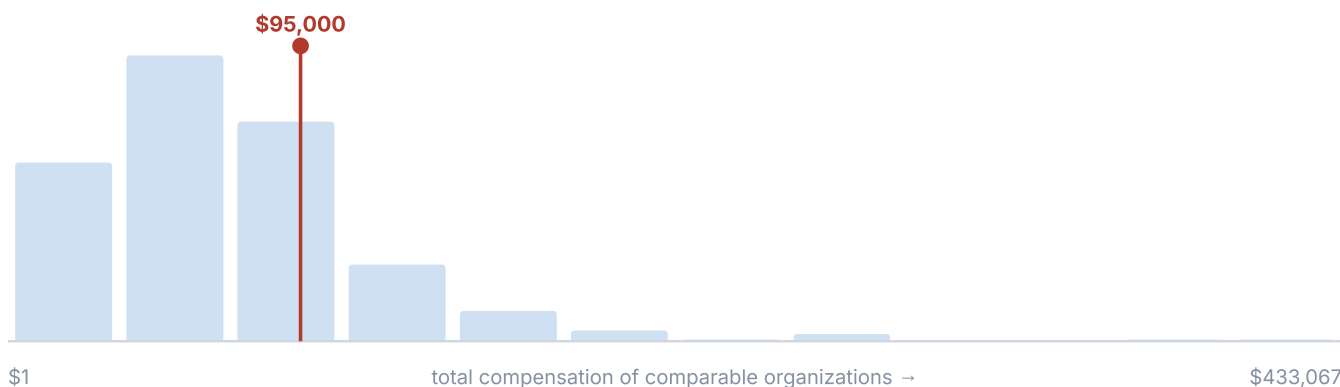
Benchmarked executive: Patrick Ripley — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$151,236 and \$338,589 — 0.67x to 1.50x the subject's \$225,726 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

456 organizations qualified on sector, size, and geography → **456** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,491	\$40,767	\$65,536	\$91,833	\$129,600	\$95,000
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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
Order Of The Engineer Inc	AZ	\$225,594	Executive Director	\$73,650	\$72,234	2024
North Carolina Motorsports	NC	\$226,226	Executive Di	\$60,000	\$63,224	2024
German American Business Assoc Of Calif	CA	\$226,244	Executive Director	\$48,692	\$42,878	2024
United Vegetable Growers Cooperative	CA	\$225,143	Ceo	\$250,000	\$220,151	2024
Misquamicut Business Association	RI	\$226,497	Executive Di	\$56,300	\$55,054	2024
Nevada Petroleum Marketers &	UT	\$224,761	State Execut	\$80,285	\$83,797	2024
Shoreline Chamber Of Commerce	CT	\$226,889	President	\$72,500	\$69,323	2024
Denver Petroleum Club Inc	CO	\$224,516	Executive Director	\$90,000	\$88,008	2024
New Mexico Independent Power Producers	AZ	\$227,260	Director	\$182,733	\$179,219	2024
Fine Chocolate Industry Association	WA	\$227,361	Executive Dir.	\$56,667	\$53,267	2023
Welding Research Council Inc	OH	\$224,007	Secretary	\$25,000	\$27,800	2023
Western Medical Center	CA	\$223,931	Chief Of Staff	\$60,000	\$54,397	2023
Creative Enterprise Zone	MN	\$223,848	Executive Di	\$91,528	\$92,231	2024
Icti C A R E Foundation Inc	NY	\$223,734	Bookkeeper	\$132,215	\$121,839	2024
Development Partner Institute Inc	IL	\$227,747	Executive Di	\$102,073	\$102,337	2024
Blair Chiropractic Membership	AL	\$223,589	Executive Director	\$66,824	\$73,622	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$78,772	2024
Veterinary Specialty Practice Alliance Inc	OH	\$223,460	Executive Director	\$62,400	\$67,400	2024
Airport Gateway Business Association	WI	\$228,260	Executive Dir.	\$105,325	\$112,176	2024
Next Generation In Trucking Association	KY	\$223,098	President	\$141,413	\$159,515	2023
The Lower Niagara River Region Chamber	NY	\$222,922	Past President	\$82,458	\$75,987	2024
Nw High Performance	OR	\$222,514	Executive Dir.	\$134,514	\$131,154	2023
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$61,534	2024
Metropolitan Memphis Hotel &	TN	\$229,231	President	\$165,000	\$176,873	2024
Rogue Valley Vintners	OR	\$222,028	Executive Director	\$80,500	\$78,490	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 2025 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 456 organizations. Compensation range \$1–\$433,067; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$225,726); for reference, expenses \$154,782 and assets \$1,042,850.

ROLE MATCH Patrick Ripley, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	77 th
Total compensation (D + F), as reported (no adjustments)	77 th
Reportable pay only (column D), adjusted	74 th
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 (Patrick Ripley) 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 456 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 77th 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.