

Chittenden County Senior Citizens Alliance Inc

Executive Director / CEO

EIN 030224108
 VT · NTEE S99Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Andrea Viets, Executive Director / CEO** (\$47,840) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

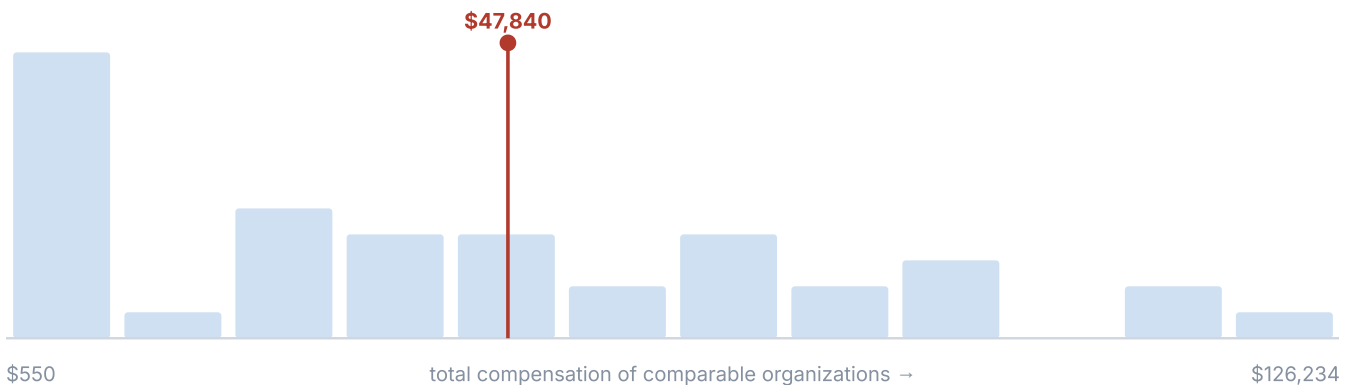
Benchmarked executive: Andrea Viets — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S99Z).
BUDGET	Total revenue between \$109,483 and \$245,112 — 0.67x to 1.50x the subject's \$163,408 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S99), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,710 10TH	\$8,748 25TH	\$40,660 MEDIAN	\$70,892 75TH	\$90,630 90TH	\$47,840 THIS ORG · 59TH
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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
Main Street Lexington	VA	\$161,200	Executive Di	\$64,080	\$61,471	2024
Pride In Saginaw Inc	MI	\$174,966	Director	\$44,511	\$44,469	2025
Laguna Community Foundation	NM	\$149,059	Executive Di	\$76,188	\$83,818	2023
Doctors Park Professional Assoc Inc	MO	\$147,753	President/ad	\$24,000	\$26,001	2023
Idaho Second Amendment Alliance	ID	\$143,870	President	\$36,000	\$38,048	2024
Erie Basin Rc&d Council Inc	OH	\$143,697	Coordinator	\$38,640	\$40,660	2024
For A Loving Future	CA	\$187,464	Ceo	\$107,950	\$90,223	2025
Center For The Advancement Of The Steady	VA	\$135,130	Executive Director	\$112,131	\$110,743	2023
Enterprise Development & Management Corp	IN	\$194,491	Board Member	\$3,600	\$3,883	2023
Leadmo	MO	\$194,877	Executive Director	\$39,229	\$41,280	2024
Rebuilding Together Central Alabama	AL	\$195,730	Executive Director	\$65,000	\$69,767	2024
Linda Vista Mutual Water Company	CA	\$130,193	President	\$1,400	\$1,201	2024
Asset Based Community Development Institute	IL	\$129,371	Vice President/director	\$3,000	\$3,017	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Venture Carolina	SC	\$199,622	Executive Director	\$5,400	\$5,597	2024
Citizens4community	OR	\$200,555	Executive Director	\$78,056	\$72,017	2024
American Freedom Assembly Inc	AL	\$125,058	President	\$76,764	\$84,827	2023
Societa Mutuo Socorso Enrico Caruso In Manville Ri	RI	\$202,411	Treasurer	\$6,300	\$6,179	2023
Ibew Local 180 Holding Company	CA	\$124,206	Business Manager	\$58,320	\$51,511	2023
Built2last Innovations Lab Inc	NC	\$203,953	Executive Director	\$119,439	\$126,234	2023
Benevolent Society	MI	\$122,836	Cfo	\$550	\$550	2025
Kulaiwi Land Trust	HI	\$205,010	Interim Executive Director-ceo	\$18,750	\$17,171	2023
Integrative Development Initiative	CA	\$205,875	2023 Cfo & Food Cycle Collective Co-coordinator	\$2,581	\$2,279	2023
Buffalo Reuse Inc	NY	\$207,027	President	\$8,378	\$7,522	2024
Detroit Greenways Coalition	MI	\$207,038	Executive Director	\$50,000	\$52,789	2023
Moffett Park Business Group	CA	\$119,560	Executive Dir.	\$107,539	\$92,258	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT 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 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	39 organizations. Compensation range \$550–\$126,234; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$163,408); for reference, expenses \$173,901 and assets \$1,427,512.
ROLE MATCH	Andrea Viets, reported title " <i>Executive Director</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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	54 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 (Andrea Viets) 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 39 similarly situated organizations (Same NTEE sector (S99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,840 is reasonable (approximately the 59th 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.