

# Orange East Senior Center Inc

Executive Director / CEO

EIN 030229195  
 VT · NTEE L52Z  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Victoria Chaffee, Executive Director / CEO** (\$47,300) against **every comparable organization** that fit the selection criteria — **867** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Victoria Chaffee — 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 (L52Z).
BUDGET	Total revenue between \$124,985 and \$279,817 — 0.67x to 1.50x the subject's \$186,545 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

**867** organizations qualified on sector, size, and geography → **867** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,533	\$18,850	\$35,814	\$59,739	\$77,752	<b>\$47,300</b>
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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
<a href="#">Brewton Voa Elderly Housing Inc</a>	AL	\$186,597	President/ceo	\$53,238	<b>\$55,670</b>	2025
<a href="#">Harvard Supportive Housing Inc</a>	MN	\$186,418	President/tr	\$68,006	<b>\$65,041</b>	2025
<a href="#">Community Housing li Inc</a>	OR	\$186,689	President & Ceo	\$45,693	<b>\$42,158</b>	2024
<a href="#">Lower 9th Ward Homeownership Association</a>	LA	\$186,366	Executive Dir.	\$48,006	<b>\$54,070</b>	2023
<a href="#">The Safe Place Foundation</a>	IA	\$186,798	Executive Director	\$42,780	<b>\$47,913</b>	2023
<a href="#">Dwight Way Housing Inc</a>	CA	\$186,012	Ceo	\$47,732	<b>\$42,159</b>	2023
<a href="#">Affordable Caring Housing Inc</a>	TX	\$186,001	Chief Program Administrator	\$57,360	<b>\$58,689</b>	2023
<a href="#">Original Town Of Liberal Revitalization</a>	KS	\$187,278	Executive Dir.	\$65,283	<b>\$70,070</b>	2024
<a href="#">Wyoming Dementia Care</a>	WY	\$185,772	Executive Dir.	\$114,017	<b>\$121,300</b>	2024
<a href="#">Vip Rjp Housing Development Fund</a>	NY	\$187,328	President/ceo	\$50,896	<b>\$47,042</b>	2023
<a href="#">Albert Lea Senior Housing Inc</a>	MN	\$187,333	President/tr	\$68,006	<b>\$65,041</b>	2025
<a href="#">Welcome House Inc</a>	ND	\$187,335	Executive Dir.	\$50,846	<b>\$55,437</b>	2024
<a href="#">21 Plus Foundation Inc</a>	NJ	\$185,546	Executive Dir.	\$42,592	<b>\$38,897</b>	2023
<a href="#">Broadwal Inc</a>	MA	\$185,519	Executive Director	\$18,487	<b>\$16,505</b>	2024
<a href="#">Asi Henderson Inc</a>	MN	\$185,291	President/tr	\$68,006	<b>\$65,041</b>	2025
<a href="#">Armenia-eddy Apartments Inc</a>	FL	\$187,807	Ceo	\$38,719	<b>\$36,138</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nar Roberts Jr Inc</a>	WV	\$188,016	Vice Preside	\$16,639	<b>\$18,427</b>	2023
<a href="#">Margaret B Mack Supportive Housing</a>	CT	\$184,977	President & Ceo (Until 7/2/24)	\$99,790	<b>\$92,958</b>	2024
<a href="#">Suburban Alternatives Land Trust</a>	CA	\$184,910	Chairman-ceo	\$96,000	<b>\$82,359</b>	2024
<a href="#">Las Vegas Supportive Housing Inc</a>	MN	\$184,865	President/tr	\$68,006	<b>\$65,041</b>	2025
<a href="#">Robert L Fortes House Inc</a>	MA	\$184,685	Chief Executive Officer	\$42,255	<b>\$38,839</b>	2023
<a href="#">Habitat For Humanity Of Highland Co Inc</a>	OH	\$184,627	Director	\$10,710	<b>\$11,270</b>	2024
<a href="#">Asi - Jamestown Inc</a>	MN	\$184,619	President/tr	\$65,715	<b>\$66,418</b>	2023
<a href="#">New Eve Ministries</a>	VA	\$184,568	Executive Director	\$35,878	<b>\$34,417</b>	2024
<a href="#">Asi Dakota County Inc</a>	MN	\$188,708	President/tr	\$68,006	<b>\$65,041</b>	2025

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>867</b> organizations. Compensation range \$275–\$475,909; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$186,545); for reference, expenses \$193,139 and assets \$134,972.
ROLE MATCH	Victoria Chaffee, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 578 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 30 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	17 <sup>th</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 (Victoria Chaffee) 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 867 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,300 is reasonable (approximately the 62<sup>nd</sup> 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.