

Bennington County Association Against

Executive Director / CEO

EIN 030338769

VT · NTEE I72Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jenna Caslin, Executive Director / CEO** (\$59,660) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

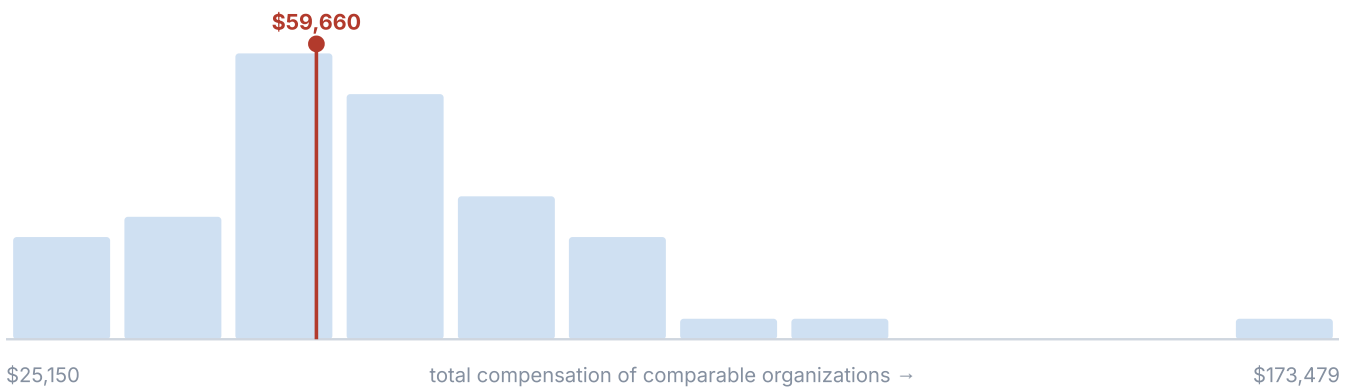
Benchmarked executive: Jenna Caslin — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

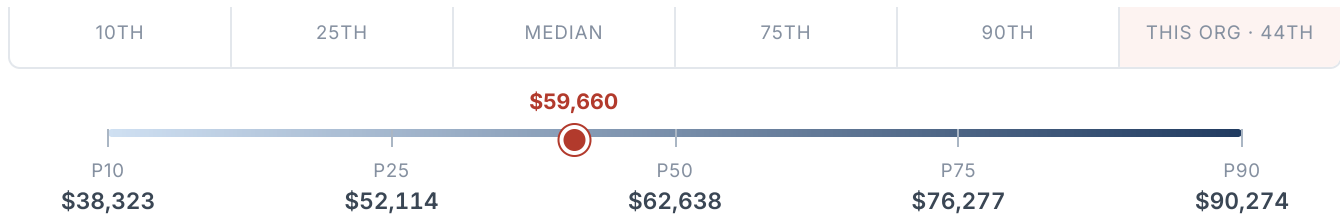
SECTOR	Organizations sharing the subject's NTEE classification (I72Z).
BUDGET	Total revenue between \$148,443 and \$332,337 — 0.67x to 1.50x the subject's \$221,558 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I72), nationwide + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,323	\$52,114	\$62,638	\$76,277	\$90,274	\$59,660
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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
Childrens Advocacy Center Of Guernsey County	OH	\$222,174	Director	\$50,130	\$55,746	2023
Heartland Casa	NE	\$222,415	Executive Di	\$47,000	\$50,223	2025
Connecticut Center For Nonviolence	CT	\$223,380	Executive Dir.	\$69,998	\$68,907	2023
Casa Of Houston County Inc	GA	\$218,780	Executive Di	\$79,590	\$84,022	2023
Casa Of Hill County Texas	TX	\$225,648	Exec Dir 6.2	\$36,300	\$38,124	2023
Front Range Casa Gal Inc	MT	\$230,891	Executive Director	\$69,351	\$76,237	2024
Warren Washington Care Center	NY	\$232,516	Executive Dir.	\$57,081	\$52,601	2024
Bold Solutions	WA	\$210,452	Director	\$41,387	\$40,499	2022
The Vermont Children's Alliance	VT	\$232,894	Executive Director	\$65,944	\$67,689	2024
Friends Of Western Pa Cares For Kids Inc	PA	\$207,155	Executive Director	\$48,377	\$50,652	2023
Lasalle County Childrens Advocacy Center	IL	\$206,603	Director	\$57,100	\$58,939	2023
Casa Of The 5th Judicial District	WY	\$206,544	Executive Director	\$71,809	\$76,396	2025
Patchworks House Inc	OH	\$236,972	Executive Di	\$50,000	\$54,007	2024
Tulare County Child Protection	CA	\$202,938	Executive Dir.	\$82,710	\$74,986	2023
Sarah's Friends Inc	OH	\$241,243	Executive Di	\$51,010	\$56,725	2023
Iowa Chapter Of Children's Advocacy Centers	IA	\$197,506	Executive Director	\$31,250	\$33,995	2025
Family & Children's Council	IA	\$247,648	Executive Director	\$78,000	\$89,669	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
First Judicial District Casa-gal Program	MT	\$248,664	Executive Director	\$54,683	\$60,113	2024
Hero House The Childrens Advocacy	GA	\$248,817	Executive Direc	\$65,030	\$66,682	2024
Kymari House Inc	TN	\$192,591	Exec Director	\$45,000	\$48,238	2024
Safe Harbor A Children's Justice Center	WY	\$256,887	Executive Director	\$48,591	\$53,063	2024
Pulaski County Friends Of Casa Inc	AR	\$185,175	Executive Dir.	\$61,407	\$70,392	2024
Southeast Nebraska Casa	NE	\$185,002	Executive Director	\$50,000	\$56,463	2023
Family Nurturing Center Of Florida	FL	\$259,042	Executive Di	\$87,307	\$86,113	2023
Windham County Safe Place Child Advocacy	VT	\$259,817	Executive Director And Int	\$76,927	\$78,962	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 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 52 organizations. Compensation range \$25,150–\$173,479; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$221,558); for reference, expenses \$233,103 and assets \$141,529.

ROLE MATCH Jenna Caslin, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	1 peer 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	44 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	42 nd

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 (Jenna Caslin) 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 52 similarly situated organizations (Same NTEE sector (I72), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,660 is reasonable (approximately the 44th 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.