

Cbhm Inc

Executive Director / CEO

EIN 030346701

VT · NTEE N60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Silverman, Executive Director / CEO** (\$8,000) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

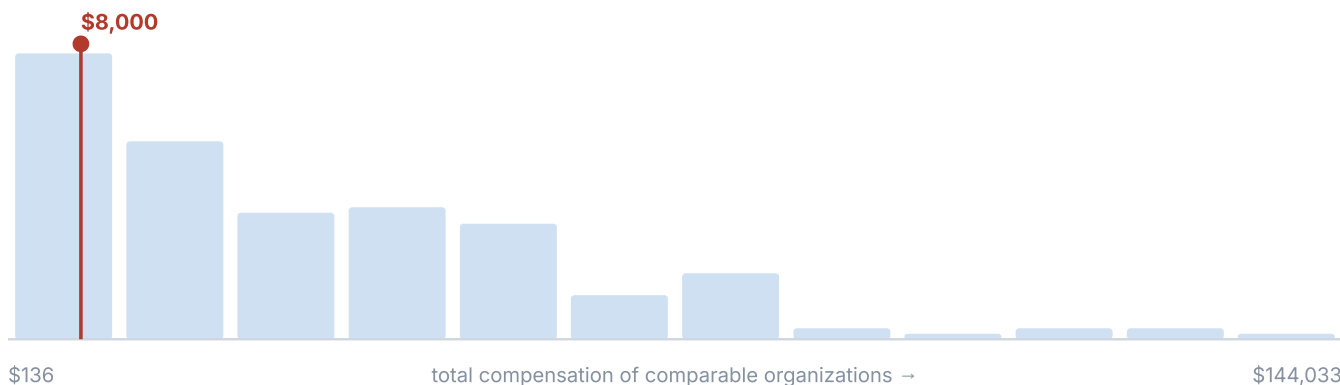
Benchmarked executive: Michael Silverman — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$184,879 and \$413,908 — 0.67x to 1.50x the subject's \$275,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,826	\$9,630	\$25,812	\$49,316	\$73,995	\$8,000
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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
9-11 Strong Inc	NY	\$276,238	President	\$42,000	\$36,625	2024
Rugby Pennsylvania Inc	PA	\$275,500	Exec. Director	\$68,672	\$66,086	2024
East Orlando Knights Futbol Club Inc	FL	\$274,943	President/treasurer	\$26,450	\$24,687	2023
Alpha Hockey Inc	MD	\$274,172	Director	\$64,000	\$57,741	2024
Bellevue Boys Lacrosse Club	WA	\$273,356	Youth Program Director	\$55,194	\$47,686	2024
Hot Tubes Development Cycling	MA	\$272,668	President	\$60,827	\$52,748	2024
Mamba Volleyball Academy	WI	\$279,279	President	\$9,555	\$9,630	2024
Rocky Mountain Youth Sports Rmys	CO	\$279,611	Executive Dir.	\$12,715	\$11,765	2024
Flagler Sheriff's Pal Inc	FL	\$272,119	Pal Director	\$88,346	\$80,090	2024
Wayzata Lacrosse Association	MN	\$280,014	Secretary	\$1,500	\$1,430	2024
Progression Sports Performance Inc	CA	\$280,698	President	\$31,356	\$26,128	2024
Dream Court Inc	AL	\$271,153	Executive Director	\$77,500	\$80,797	2024
Battlefield Gymnastics Booster Club	VA	\$270,394	Vice-president	\$3,060	\$2,935	2023
Richmond Fencing Club	VA	\$270,362	President	\$12,600	\$11,741	2024
Aaron Donald 99 Solutions Foundation	PA	\$270,296	Executive Director	\$40,001	\$39,632	2023
Blue Banner Volleyball	CA	\$283,377	President	\$20,244	\$17,367	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ann Arbor Rowing Club	MI	\$283,575	Director	\$41,156	\$40,993	2024
Lakeland Legends Youth Baseball	FL	\$267,578	President	\$13,750	\$12,833	2023
Blue Valley Junior Athletic Association	KS	\$284,828	President	\$45,450	\$48,783	2023
Lake Forest Lacrosse Association	IL	\$285,773	Director	\$2,535	\$2,405	2024
Stage Door Dance Company	VA	\$286,708	President	\$17,975	\$16,748	2024
Borderline Junior Volleyball Inc	OH	\$263,824	Trustee/dire	\$52,250	\$52,028	2025
The Lacrosse Club Inc	MD	\$288,741	President	\$81,545	\$75,743	2023
Montana Mountaineering Association	MT	\$262,497	Executive Dir.	\$23,825	\$24,783	2024
435 Elite Sports Inc	UT	\$262,335	Director	\$14,400	\$14,643	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	184 organizations. Compensation range \$136–\$144,033; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$275,939); for reference, expenses \$269,552 and assets \$8,003.
ROLE MATCH	Michael Silverman, reported title " <i>President</i> ", 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 5 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	21 st
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	21 st

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 (Michael Silverman) 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 184 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,000 is reasonable (approximately the 21st 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.