

# Central Vermont Memorial Civic

Executive Director / CEO

EIN 030347836  
 VT · NTEE S24Z  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Chris Pickel, Executive Director / CEO** (\$54,626) against **every comparable organization** that fit the selection criteria — **1764** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Chris Pickel — reported title “RINK MANAGER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (S24Z).

**BUDGET** Total revenue between \$257,927 and \$577,449 — 0.67x to 1.50x the subject's \$384,966 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

**1,764** organizations qualified on sector, size, and geography → **1,764** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,117	\$44,828	\$73,570	\$104,585	\$145,561	\$54,626
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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="#">West Bend Area Chamber Of Commerce</a>	WI	\$384,995	President &	\$84,460	<b>\$90,224</b>	2023
<a href="#">Ranson Convention &amp; Visitors Bureau</a>	WV	\$384,891	Executive Director	\$67,627	<b>\$72,748</b>	2024
<a href="#">Amherst Community Connections</a>	MA	\$385,047	Founder/exec. Dir., Ex-officio	\$111,534	<b>\$99,577</b>	2024
<a href="#">Northeast Ms Board Of Realtors</a>	MS	\$384,769	Executive Di	\$62,378	<b>\$69,023</b>	2024
<a href="#">Globe Aware</a>	TX	\$384,710	Chairman/director	\$65,200	<b>\$64,798</b>	2024
<a href="#">Kingsbridge Riverdale Van Cortland Development Co</a>	NY	\$384,653	Executive Director	\$37,668	<b>\$34,816</b>	2023
<a href="#">Greater Wilkes-barre Growth Partnership</a>	PA	\$385,463	President/ceo	\$11,279	<b>\$11,175</b>	2024
<a href="#">Main Street Oregon City</a>	OR	\$384,442	Executive Director	\$68,557	<b>\$63,253</b>	2024
<a href="#">Pennsylvania State Association Of</a>	PA	\$384,303	Pres. 10/23-	\$3,000	<b>\$2,972</b>	2024
<a href="#">Community Council</a>	WA	\$384,254	Executive Di	\$110,978	<b>\$101,631</b>	2023
<a href="#">Communitycare Of Lyme</a>	NH	\$384,156	Executive Director (Former)	\$19,200	<b>\$17,160</b>	2025
<a href="#">Kendall County Economic Development Corporation</a>	TX	\$385,842	President/ceo	\$142,560	<b>\$141,680</b>	2024
<a href="#">Renew Moline Inc</a>	IL	\$385,922	Executive Director	\$132,242	<b>\$129,167</b>	2024
<a href="#">International Business As Mission Inc</a>	VA	\$385,960	President	\$4,500	<b>\$4,317</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Minnesota Center For Employee Ownership</a>	MN	\$386,210	Executive Director	\$69,046	<b>\$67,783</b>	2024
<a href="#">Colorado Springs Forward</a>	CO	\$383,700	Chairman	\$130,955	<b>\$124,756</b>	2024
<a href="#">Wisconsin Newspaper Association Inc</a>	WI	\$386,248	Executive Director	\$151,875	<b>\$162,239</b>	2023
<a href="#">Peoplecare Center For Nonprofits Inc</a>	NJ	\$383,668	Executive Director	\$65,838	<b>\$58,402</b>	2024
<a href="#">Gedakina Inc</a>	VT	\$386,304	President, E	\$93,866	<b>\$93,866</b>	2024
<a href="#">Housing Contractors Of California</a>	CA	\$386,344	Dir. Of Risk Mgmt	\$166,916	<b>\$147,427</b>	2023
<a href="#">Building Community Value</a>	MI	\$386,387	Director	\$100,000	<b>\$102,548</b>	2024
<a href="#">Mobu Enterprises Foundation Corp</a>	GA	\$383,520	Operations Manager	\$2,000	<b>\$2,057</b>	2023
<a href="#">The Michigan Environmental Council</a>	MI	\$383,497	Former Presi	\$63,775	<b>\$65,400</b>	2024
<a href="#">South Carolina Funeral Directors Association Inc</a>	SC	\$383,410	Executive Director	\$45,000	<b>\$46,642</b>	2024
<a href="#">Greater Lincoln Chamber Foundation</a>	NE	\$386,587	Vp & General Counsel	\$54,118	<b>\$57,830</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **1764** organizations. Compensation range \$207–\$667,342; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$384,966); for reference, expenses \$355,308 and assets \$1,229,570.
ROLE MATCH	Chris Pickel, reported title " <i>RINK MANAGER</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	200 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	74 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	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	24 <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 (Chris Pickel) 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 10, 2026, comparing compensation against 1764 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,626 is reasonable (approximately the 32<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.